

# Association vs. Board vs. Unions: WHAT MAKES TNA DIFFERENT

## TNA, the Board of Nursing and labor unions all have different roles.

As a membership-based organization, TNA is governed by its members and represents nurses in the policy arena. We listen to challenges nurses encounter in their practice and then work with nurses, employers, regulators and lawmakers to improve the practice environment for nurses and benefit the profession as a whole. Members can also contact TNA for advice and resources on workplace issues.

### Texas Nurses Association

Membership Organization

**Mission:** Empowering Texas Nurses to advance the profession

**Governance:** Members through an elected Board of Directors

**Improves** nursing practice environment and health through policy initiatives

**Empowers** nurses to be involved in decision making through staffing committees, advocacy protections, and nursing peer review and other alternatives to discipline (corrective action, peer supported recovery).

### Board of Nursing

State Agency

**Purpose:** Protect and promote welfare of Texans by ensuring licensed nurses are competent to practice safely

**Governance:** 13 governor-appointed members, including 9 nurses

**Regulates** nursing practice through licensing, school approval, enforcement (investigating complaints, taking disciplinary action), and education.

**Implements** statute through rules.

**Supports** nurses' understanding of their accountability under the Nursing Practice Act and associated rules.

### National Nurses United

Labor Union

**Goal:** Promote economic, professional interests of direct care RNs

**Governance:** 3 co-presidents (not elected); unions voted into workplace and represent nurses in negotiating a contract re: wages and benefits

**Supports** mandatory, fixed nurse-to-patient ratios.

**Opposed** TNA-supported legislation on safe staffing, prohibiting mandatory overtime, addressing workplace violence, and establishing safe harbor and incident-based NPR.