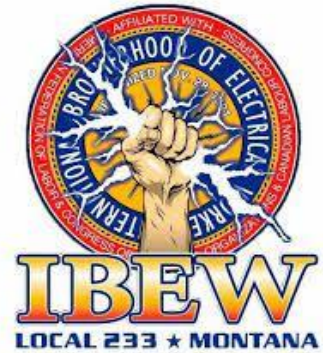




Montana Nurses Association



April 7, 2022

To Whom It May Concern:

On March 28, 2022, over 70 Montana State Hospital employees gathered in Anaconda for a Town Hall to communicate with union and elected leaders regarding their working conditions and to suggest improvements.

Attached is a compilation of statements made during the meeting, in the employees' own words. To summarize, pay is too low and inequitable, and staff feel they are being disrespected if not abused by management. In addition, hiring, pay, and management practices are unethical and job required safety training is not being provided to hospital employees. These conditions have culminated in the worst staffing shortage, lowest morale, and most dangerous conditions in the history of MSH.

Immediate steps must be taken to ensure patient and staff safety and we implore leadership to take action quickly to remedy the situation. It has gone on for far too long. Several issues to address include reinstating job required employee safety training, leadership competency and relationship-building training for management staff, and wage adjustments to increase recruitment/retention of qualified staff. The MSH employees have collectively proposed a list of solutions to the identified problems, and we jointly recommend that DPHHS, legislators, and hospital management work together with employees to swiftly remedy the conditions listed.

We appreciate your consideration and rapid actions to address these issues and look forward to your response.

Sincerely,

Amanda Curtis, President  
Montana Federation of Public Employees

Aaron Ralph, President of the Craft Council  
Teamsters Local #2

Robin Haux, Labor Program Director  
Montana Nurses Association

Luke Hoffer, Assistant Business Manager  
IBEW Local #233