

Joining a union is important – choosing the right one is vital

Thousands of BC LPNs have taken the first step to a better future by joining BCNU as associate members. Below are the next steps for LPNs to gain full BCNU membership and bargaining rights, and the reasons why nurses should take them together.

4 STEPS to a better future

1. **Thousands of LPNs join BCNU as associate members. COMPLETED**
2. **Autumn 2009 – A majority of LPNs must sign BCNU membership cards to trigger a representational vote.**
If we reach that target, BCNU will ask the Labour Board to hold a vote.
3. **End of 2009 – representational vote.**
If BCNU receives over 50% of the vote, BCNU will be certified as your new union.
4. **Early 2010 – LPNs will elect workplace representatives and their BCNU bargaining committee.**
Together we will begin preparations for bargaining.

If you want a better future for BC LPNs, sign a BCNU membership application card.

Register for full BCNU membership at www.BCNUassociate.org

5 REASONS to join BCNU

1. **Nurses with nurses**
 - Learning together at seminars and educationals.
 - Advancing and enhancing skills through BCNU's scholarship programs.
2. **More bargaining authority**
 - LPNs will have greater bargaining power when they're allied with other nurses. Gains can be made in wages, benefits, pensions and working conditions.
3. **Building collaborative practices**
 - LPNs, RNs and RPNs will share nursing practice as members of a common union. Practice conditions can be then improved for all professionals.
4. **Greater professional recognition for LPNs**
 - As BCNU members, the nurses' union is committed to pushing the government to move LPNs from the facilities agreement to the Nurses Bargaining Association.
 - LPNs will no longer be referred to as support workers; they will be nurses with other nurses in the NBA. This is an achievable longer term goal.
5. **Workplace representation by other nurses**
 - If BCNU wins the representational vote, LPNs will elect their workplace stewards and bargaining committee.

HEU is circulating inaccurate information to trick LPNs into staying in HEU. LPNs are healthcare professionals who can separate fact from fiction and decide which union best represents their long-term interests.

6 MYTHS to ignore

Myth 1: BCNU will reduce LPN's scope of practice to favour RNs.

FACT: BCNU does not control the scope of practice for any healthcare professional. Only the nursing colleges and the BC government can make changes to LPN and RN scopes of practice.

Through continuing education and supportive preceptorships, BCNU supports all nurses working to their full scope of practice.

Myth 2: LPNs will lose their contract, seniority and pension if they move from their present union to BCNU.

FACT: You lose nothing. If LPNs join BCNU everything you have comes with you (contract, seniority, pension). If in doubt, call the BC Labour Board at 604.660.1300.

LPN's current collective agreement is the basis for BCNU making improvements.

Myth 3: BCNU's RNs want to control LPNs in the workplace and reduce their scope of practice through bargaining.

FACT: BCNU's success in bargaining and advancing the careers of our members is through strong relationships.

It makes no sense for BCNU to invite over 5000 LPNs to join our union and then fracture internal relationships by abusing our own members in collective bargaining.

Myth 4: Changing unions is illegal.

FACT: Section 19 of the BC Labour Code guarantees employees the right to change unions. This is supported by "freedom of association" in the Canadian Charter of Rights and Freedoms.

Myth 5: LPNs will be ignored in an RN dominated union.

FACT: BCNU currently has LPNs as members of our union. They enjoy strong relationships with RNs and other members. They are full participants in our democratic structure.

LPNs will be better off with other nurses than in their present arrangement.

Myth 6: BCNU is doing something wrong by inviting LPNs to join.

FACT: BCNU believes that LPNs are not the property of their current union or any other union. When employee groups are unhappy they have the right to move to their union of choice.

Thousands of LPNs have signed up with BCNU

Build a better future for all nurses by joining the movement for unity

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