

JUST THE FACTS #5

BCNU LPNs at Calibre Health Services are the highest paid in BC.



Stronger Together

HEU continues to circulate untruthful information about BCNU and our relationship with LPNs. This edition of Just the Facts examines an older myth HEU is re-circulating about our collective agreement at Calibre Health.

HEU Myth & Untruth



HEU says the different wage increases BCNU negotiated for Calibre Health LPNs (8%) and RNs (14.2%) is proof of our diabolical plot to oppress LPNs and give everything to RNs.

BCNU FACTS

The 8% raise BCNU renegotiated for Calibre LPNs made them the best paid in BC. Their base pay is higher than LPNs in HEU's facilities agreement.

RNs at Calibre needed a 14.2% increase to bring their salaries to the level of RNs in BCNU's provincial agreement.

Calibre LPNs have three pay increments. After two years, LPNs on Calibre's top increment make more than HEU LPNs.

Calibre LPNs have superior premiums to HEU LPNs in their facilities agreement:

- Their weekend premium is \$1.25 per hour (only \$1.00 at HEU).
- Their night premium is \$3.00 per hour (only \$1.75 at HEU).

- When LPNs and RNs bargain together, LPNs get higher wages.
- BCNU's agreement with Madison Care Center gives LPNs a 3% annual increase until 2011, the same as RNs in our provincial agreement.
- If HEU was strong enough to increase LPN wages they would have done so already. Considering inflation, HEU represented LPNs are making less money than they were in 2004.

HEU's untruths show BCNU is the best choice for LPNs. For professionalism and a better future, BCNU membership cards can be requested online at www.BCNUassociate.org.