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# Bulletin

## Community subsector bargaining sets pattern for LPN salaries

### *LPNs' desire to join BCNU is driving LPN salaries higher through benefit changes*

BCGEU and other unions in the Community Bargaining Association reached a tentative two-year agreement on December 23, 2009 that saw benefit changes for all members in exchange for 3% annual raises for approximately 225 LPNs, 14 LPN supervisors and some certified dental assistants. All employees will receive a 25 cent per hour weekend premium, improved vision care benefits and a Blue Net card.

The tentative agreement contains changes to numerous benefits. Long term disability benefits will be restricted, annual health benefit deductibles will increase to \$100.00 per employee and massage therapy treatments will be capped. These changes pay for the above increases.

BCGEU President Darryl Walker noted there was no market adjustment in wages for any employee. The bargaining team 'reshuffled' money from within the current agreement.

As thousands of LPNs have signed BCNU membership cards, BCGEU and the CBA made it a priority to get LPNs a 3% annual raise. They could not get 'new money' from the government so all members will pay for the raise through benefit changes. Changing benefits to buy raises now sets a pattern for the HEU-led Facilities Bargaining Association. These are difficult decisions for unions but now they are at least paying attention to nurses' issues.

HEU has asked the government for LPN increases of 4% per year in a new two-year facilities agreement. HEU is asking for smaller amounts for other HEU classifications. As there are currently over 5,500 LPNs in HEU, large benefit changes for all classifications will be necessary to pay for a 4% annual LPN raise.

HEU's new focus on LPN bargaining is because thousands of HEU-represented LPNs have signed BCNU membership cards. LPNs want to leave HEU to join BCNU's Nurses Bargaining Association. In 2009, NBA members received 6% market adjustments over two years without taking rollbacks in other areas to pay for the increase.

BCNU anticipates that HEU will attempt to negotiate an LPN agreement before the BC Labour Board orders an LPN representational vote. The board continues to work on BCNU's application to represent LPNs.

BCGEU/CBA tentative agreement	HEU/FBA 2010 contract proposals
<ul style="list-style-type: none"> <li>3% annual increases for 225 LPNs, 14 LPN supervisors &amp; certified dental assistants</li> </ul>	<ul style="list-style-type: none"> <li>4% annual increases for over 5,500 LPNs, lesser amounts for other classifications</li> </ul>