

# 5 ESSENTIAL FACTS EVERY LPN NEEDS TO KNOW

IMPORTANT!

## ABOUT BARGAINING



### fact #1

#### ***HEU will bargain for LPNs in 2012.***

LPNs are members of the Facilities Bargaining Association where HEU is the lead negotiator. As the largest union in the FBA, HEU has 13 seats and 13 votes, while the remaining 10 votes are shared by 10 other unions.

Currently, BCNU shares one seat and one vote with three other unions.

Regardless of the raid's outcome, LPNs won't belong to the Nurses Bargaining Association (NBA) and will not be covered by BCNU's collective agreement.

LPNs will continue to be covered by the same collective agreement they have now, with the same general terms and conditions.

### fact #2

#### ***Only the Facilities Bargaining Association can finalize a tentative agreement for LPNs.***

While individual unions can decide whether to recommend a settlement to its members, the Facilities Bargaining Association has the exclusive authority to conclude a tentative collective agreement (also the case in the NBA).

Any settlement requires the support of HEU, the largest union in the FBA.

To bolster its most recent raid attempt, BCNU says a committee of LPNs would be formed to finalize an agreement. This is clearly false.

### fact #3

#### ***HEU will fight for a wage increase for LPNs and all FBA members.***

During recent pre-bargaining conferences HEU members in each major occupational family identified their bargaining priorities, and all occupations supported a general wage increase as a top priority.

At the patient care occupational conference, LPNs were united with other

members of the patient care team in their determination to achieve a general wage increase, protect their benefits, improve job security, and secure more support for education and training.

The entire team also supported LPNs' position that there be greater accountability from employers for consistent utilization of LPNs between health authorities and within facilities.

## fact #4

### ***Over the last five years, HEU has consistently negotiated wage increases for LPNs.***

In the 2010 - 2012 contract negotiated by HEU, the majority of LPNs saw significant wages increases of up to seven per cent. HEU also negotiated a wage increment system – a top bargaining priority from LPNs. Under this grid, B.C. continues to have one of the highest starting wages for LPNs in the country.

In addition, HEU also secured a \$2.5 million training fund that will support LPNs in new specialty roles – OR, ER, renal, maternity, and mental health.

In the 2006 - 2010 contract, HEU negotiated a 15 per cent wage hike for LPNs along with professional responsibility language, expanded education opportunities and other provisions. HEU also secured a policy process putting front-line LPNs at the table with top government officials to find ways of increasing LPN utilization.

## fact #5

### ***HEU vigorously fought legislated wage rollbacks, with the support of the entire labour movement.***

By 2001, HEU had bargained the highest wages in the country for LPNs. Then, just weeks before the 2001 election that swept Gordon Campbell into power, BCNU complained to the media that LPN wage increases had outstripped RN wage increases over the previous decade (17 per cent for RNs, 54 per cent for LPNs according to BCNU\*).

Three years later in 2004, the Campbell government used their massive legislative majority to impose wage rollbacks on health care workers in the FBA, as part of its massive cutbacks to B.C. hospitals and long-term care homes.

By 2006, however, HEU bargained hard for a 15 per cent wage hike for LPNs and a commitment from government to work with HEU at the senior policy level to increase LPN utilization throughout B.C.'s health authorities.

---

\* see BCNU Bulletin, March, 2001, online at [www.bclpnsunited.ca](http://www.bclpnsunited.ca)