

A Strong **LPNs** *INDEPENDENT* Profession



BCNU admits its no-risk pledge is "puffery"

As we reported to you in our previous email, the B.C. Labour Relations Board (LRB) is continuing to examine the LPN voters' lists. They are also moving forward with other serious legal issues related to the BCNU raid on LPNs.

Pledge or puffery?

In its submission to the LRB, BCNU has tried to explain away two serious misrepresentations it has made to LPNs as "puffery."

BCNU defends its misleading sales pitch as acceptable within the context of a raid and has made no attempt to correct the distorted information they've given to LPNs.

BCNU says it will form an LPN bargaining committee to "finalize" agreements

BCNU's "pledge" to set up an LPN committee with the authority to finalize a tentative agreement is totally false.

Your collective agreement is negotiated and finalized by the Facilities Bargaining Association (FBA) negotiating committee. These rules are established by the LRB.

HEU has a majority of seats on that committee and is the lead negotiator for the FBA. Currently there are five LPNs on that committee who have voice and vote at the bargaining table (three from HEU and two from BCGEU).



Unions can use any kind of internal committees for bargaining purposes but they do not have the power to finalize a collective agreement on behalf of the FBA or LPNs.

BCNU's no risk guarantee

More disturbing is BCNU's "promise" that after two collective agreements, LPNs can change their minds through a secret ballot referendum.

The truth is B.C.'s labour code has strict rules about how workers can join or leave a union. There is no such thing as a trial period or provisions to hold a referendum -- and the BCNU knows this.

"BCNU is still not telling LPNs the truth about their pledge..."

Again, BCNU has fudged the truth. They've admitted to the LRB that LPNs could only leave by decertifying and being left with no union, being raided by another union, or if BCNU abandons its representation rights.

But that's not what they told you.

The LRB will decide if their gross exaggerations are permitted under the Labour Code.

But despite BCNU's admissions to the LRB, they still aren't telling LPNs the truth about their "pledge."

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