

A Strong LPNs INDEPENDENT Profession



LRB confirms BCNU pledge not accurate, and that LPNs will remain in the FBA after vote

BCNU's pledge is inaccurate says LRB

In its raid on LPNs, BCNU has admitted to the Labour Relations Board (LRB) of making promises that are little more than puffery (exaggerated or false praise).

The LRB now says that those promises are also inaccurate.

BCNU pledged that LPNs could "change their minds" about joining BCNU through a future secret ballot referendum.

But LRB vice-chair Elena Miller wrote in a May 9 decision that "the 'no risk guarantee' statement is, on its face, inaccurate."

On BCNU's promise of an LPN committee that could finalize the terms of a tentative agreement, Miller writes "this statement too is inaccurate."

Miller points out that it is the Facilities Bargaining Association (FBA) "which negotiates and finalizes proposed terms of the FBA Collective Agreement."

However, more than two weeks after the LRB confirmed that its promises were inaccurate, the BCNU is still making them.

LPNs will remain in the FBA after the vote

Will LPNs move to the Nurses Bargaining Association (NBA) and be covered by BCNU's collective agreement if they change unions?

Or will LPNs continue to be members of the Facilities Bargaining Association (FBA) and be covered by the Facilities Collective Agreement?

BCNU organizers maintain that LPNs will join the NBA after the vote, but that's just not the case. LRB vice-chair Elena Miller couldn't be more clear about this issue.

If BCNU's (raid) applications are successful, *"the LPNs in question would still be employed within the Facilities Subsector and covered by the Facilities Subsector Collective Agreement,"* she wrote.

Later in the decision, Miller writes that even in the event of a change in representation: *"(LPNs') bargaining agent for purposes of collective agreement negotiation, strikes, lockouts, etc., remains the FBA."*

So regardless of the outcome of the vote, LPNs remain part of the FBA -- not the NBA -- and will continue to be covered by the terms and conditions in the Facilities Collective Agreement.

Moreover, HEU will also remain the largest union in the FBA retaining a majority of members and the majority of votes on the bargaining committee.

HEU will continue to play its lead role in negotiating the terms and conditions that will apply to LPNs in the FBA.

Issued: May 29, 2012



www.heu.org
www.lpnsvoteheu.org

