

**VIA FAX: (613) 521-4655**

July 14, 2004

Ken Georgetti  
President  
Canadian Labour Congress  
2841 Riverside Drive  
OTTAWA, ON  
K1V 8X7

Dear Brother Georgetti:

**Re: CFNU/BCNU Raid Against CUPE/HEU and NUPGE/BCGEU**

This is a complaint on behalf of CUPE/HEU and NUPGE/BCGEU against the B.C. Nurses' Union/the Canadian Federation of Nurses' Union under the CLC Disputes Protocol. The NFNU/ BCNU has breached Article IV, Section 3 of the CLC Constitution in seeking to organize and seeking to disrupt an established collective bargaining relationship with CUPE/HEU and NUPGE/BCGEU members who work as Licensed Practical Nurses in British Columbia's health care system.

Here is a summary of the facts:

1. Four thousand (4,000) Licensed Practical Nurses (LPNs) are represented by CUPE/HEU and NUPGE/BCGEU in the Health Services and Support Bargaining Units in the Facilities and Community sub sectors.
2. CUPE/HEU has represented LPNs since the first Practical Nurse graduated from Vancouver Vocational Institute in 1948. NUPGE/BCGEU has a similar established bargaining relationship with LPNs going back decades.

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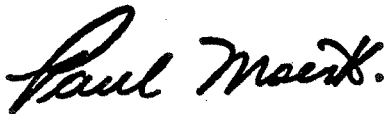
3. At its annual Convention on June 8, 2004, CFNU/BCNU President Debra MacPherson announced that CFNU/BCNU would welcome CUPE/HEU LPNs to become part of CFNU/BCNU.
4. On June 22, 2004, at CFNU/BCNU's initiative, CFNU/BCNU Chief Operating Officer, Anne Harvey, met with several CUPE/HEU LPNs and proposed a joint initiative to the Provincial Liberal Government to move LPNs from the Health Services and Support Bargaining Units to the Nurses' Bargaining Association. This meeting occurred without CUPE/HEU's or NUPGE/BCGEU's knowledge or consent.
5. On July 6, 2004, the attached notice came to the attention of CUPE/HEU and NUPGE/BCGEU (Attachment 1). The notice cites a conversation between a CUPE/HEU member and Anne Harvey, wherein Sister Harvey confirmed the June meeting with several CUPE/HEU LPNs.  
  
The notice goes on to say that "On July 12, 2004, the CFNU/BCNU and the BCLPN Association will speak to the government to move LPNs from HEU to BCNU".
6. On July 8, 2004, it was confirmed that the meeting with CFNU/BCNU and several CUPE/HEU LPNs is with Rick Connelly, Deputy Minister of Labour in the BC Liberal Government.
7. On July 8, 2004, CUPE/HEU wrote to Debra MacPherson asking CFNU/BCNU to cancel the meeting and cease trying to organize LPNs who are members of CUPE/HEU (Attachment 2).
8. On July 8, 2004, NUPGE/BCGEU wrote to Debra MacPherson asking CFNU/BCNU to cancel the meeting and cease trying to organize LPNs who are members of NUPGE/BCGEU (Attachment 3).
9. On July 13, 2004, BCNU President Debra MacPherson confirmed a meeting would be held with the Deputy Minister of Labour on July 14, 2004 (Attachment 4).

We submit that the meeting with members of CUPE/HEU on June 22 to propose a joint initiative to the government to move CUPE/HEU members to CFNU/BCNU and further, the meeting with government, despite the specific warning from CUPE/HEU and NUPGE/BCGEU, provide evidence that NFNU/BCNU is engaging in practices that constitute a raid in violation of Article IV, Section 3, of the CLC Constitution.

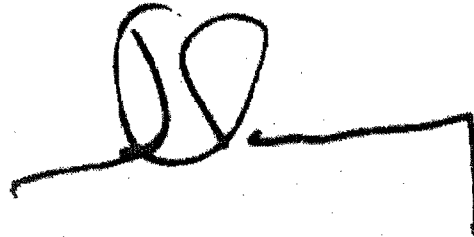
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Consequently, CUPE/HEU and NUPGE/BCGEU ask you to take immediate action in accordance with the CLC Disputes Protocol (1. Raiding).

In solidarity,



PAUL MOIST  
National President  
CUPE



JAMES CLANCY  
National President  
NUPGE

;jvp/cope 491

Encl.

cc: C. Allnutt, HEU; G. Heyman, BCGEU

Jul-06-2004 07:42am From:ROTARY MANOR

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T-681 P.002/002 F-933

## BRIEF UPDATE FOR LPN'S

Monday, June 28, 2004

This week has been a rather exciting week for LPN's across this province!

Sue Ann Drschewski LPN from the Fort St John Hospital spoke to Ann Harvey, Chief Operating Officer for BCNU this past week. In a brief update from that conversation, Ann stated that a recent meeting had been held with the LPN Executive and BCNU.

**In a nutshell...BCNU has passed a motion to accept LPN's into their union.**

On July 12, 2004, the BCNU and the BCLPN Association will speak to the government to move LPN's from HEU to BCNU.

If the government agrees to this motion, we will have to wait until Legislature resumes in session, (most likely in September 2004, if all goes well!) so it can be adopted into the British Columbia Health Authority Act.

As anything.... everything worthwhile takes time and perseverance.

Please continue to collect letters of support from RN's, MD's, Nursing Administration, etc. on how they value LPN staff and forward to me via Fax # 262-5333 attention: Gwen.

My home e-mail address is [zabinsky@shaw.ca](mailto:zabinsky@shaw.ca)

I would greatly appreciate if you could e-mail me and let me know if you have sent a fax, so I can expect it and pick it up promptly.

**REMEMBER...Be patient---the ability to persevere is what separates whiners from WINNERS**

Stay in touch...Gwen Zabinsky LPN  
Fort St John Hospital



**60 YEARS**  
1944 - 2004

**HEU PROVINCIAL OFFICE**

5000 North Fraser Way  
Burnaby, B.C. V5J 5M3  
Tel: (604) 438-5000  
Fax: (604) 739-1510  
Web Site: www.heu.org

July 8, 2004

**By Fax: 604-433-7945**

Debra MacPherson  
President  
B. C. Nurses Union  
4060 Regent Street  
Burnaby, BC V5C 6P5

Dear Sister MacPherson:

**Re: B.C.N.U. Raid Against H.E.U./C.U.P.E.**

It has come to our attention that the B.C. Nurses' Union, will be meeting with B.C. Liberal Government representatives to talk about moving Licensed Practical Nurses from H.E.U. to B.C.N.U.

On behalf of H.E.U./C.U.P.E., I would ask that you immediately cancel that and any other meetings with government and immediately cease and desist organizing, or attempting to organize Licensed Practical Nurses, who are members of the Hospital Employees, Union.

Failure to do so is a clear violation of the *Canadian Labour Congress Constitution, Section 3*, which reads:

"No affiliate shall organize or attempt to represent employees as to whom an established collective bargaining relationship exists with any other affiliate, or otherwise seek to disrupt or disturb such relationship... The integrity of each affiliate of this Congress shall be maintained and preserved and each affiliate shall respect the established collective bargaining relationship of every other affiliate."

Such a raid by B.C.N.U. against H.E.U./C.U.P.E. will only assist the B.C. Liberal Government's attack on nursing and on public health care, diverting attention and focus in the critical months leading to the next election.

FRED MUZIN, President • CHRIS ALLNUTT, Secretary-Business Manager • MARY LaPLANTE, Financial Secretary  
The British Columbia Health Services Division of the Canadian Union of Public Employees



July 8, 2004

Debra MacPherson  
President, B. C. Nurses Union

Re: *B.C.N.U. Raid Against H.E.U./C.U.P.E.*

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I look forward to written confirmation that B.C.N.U. will not proceed with its meeting with government and will stop its other organizing efforts of H.E.U. members.

In solidarity,



Chris Allnutt  
Secretary-Business Manager

cc: H.E.U. Provincial Executive  
Jim Sinclair, B.C. Federation of Labour  
Paul Moist, C.U.P.E. National

CJA/sp: BCNU - MacPherson JULY 8 2004

JUL. 8. 2004 5:06PM

NO. 185 P. 2/2

**BCGEU**

**B.C. Government and Service Employees' Union**  
A component of NUPGE (CLC)

July 8, 2004

Via Facsimile: 604-433-7945

Debra MacPherson  
President  
B.C. Nurses' Union  
4060 Regent Street  
Burnaby, B.C. V5C 6P5

Dear Sister MacPherson

I am advised that the B.C. Nurses' Union will be meeting with representatives of the BC Liberal government to discuss transferring Licensed Practical Nurses into the BCNU.

I am asking you to cancel any meetings with government representatives regarding the representation of Licensed Practical Nurses. I ask that you immediately cease and desist organizing, or attempting to organize Licensed Practical Nurses who are members of the B.C. Government and Service Employees' Union or any other affiliate.

At a time when the BC Liberal government is attacking health care workers through legislation and cutbacks, trade unions must not be seen to be violating each others' rights enshrined in the constitution of the Canadian Labour Congress (Section 3), to which both our unions are affiliated. This not only diverts attention away from the regressive elements of the Campbell Liberals' agenda for health care, but undermines the solidarity we need to defend workers against this government's reckless agenda.

I request a chance to discuss this matter with you, and other concerned affiliates, as soon as possible, or, failing a meeting, confirmation that the BCNU will not meet with government on this issue and will cease any attempts to encourage or support the transfer of representation of LPNs belonging to the BCGEU and other unions to the BCNU.

In solidarity

George Heyman  
President

GH/dmc  
cpe 378

cc: Jim Sinclair, President, BC Federation of Labour  
James Clancy, President, National Union of Public and General Employees

4911 Canada Way, Burnaby, B.C., V5G 3W3  
604-291-9611 Fax: 604-291-6030 www.bcgeu.ca



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July 13, 2004

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Debra MacPherson  
President  
B. C. Nurses Union  
4060 Regent Street  
Burnaby, BC V5C 6P5

Dear Sister MacPherson:

**Re: B.C.N.U. Raid Against H.E.U./C.U.P.E.**

This letter is further to your phone call this afternoon, wherein you confirmed that BCNU and several HEU LPN's will be meeting with the Deputy Minister of Labour in the Provincial Liberal government to take HEU LPN's out of their current bargaining unit.

You described the situation as a nursing practice issue and criticized HEU for promoting LPN's at the expense of RN's for the past decade.

On behalf of HEU/CUPE, I reiterated our request that BCNU not proceed with the meeting and that BCNU stop meeting with HEU members to disrupt HEU's established collective bargaining relationship with LPN's.

Debra, what BCNU is engaged in is a raid. It's only effect will be to divide working people and undermine nursing relationships at a time when we should be concentrating on the BC Liberal government's attack on nursing and on public health care. Take a second look and stop.

In solidarity,

Chris Allnutt  
Secretary-Business Manager

cc: H.E.U. Provincial Executive  
Jim Sinclair, B.C. Federation of Labour  
Paul Moist, C.U.P.E. National

CJA/sp: BCNU - MacPherson JULY 8 2004

