

Join our BCNU community and make your workplace better!



Your rights to join a union

Under the BC Labour Code:

- every worker is free to be a member of a trade union and participate in its activities;
- your employer cannot discharge, suspend, transfer, layoff or otherwise discipline any employee who joins the union or promotes union membership to other co-workers;
- your employer cannot impose conditions that restrain any worker from exercising their right to organize;
- your employer cannot intimidate, threaten to fire or fire workers in an effort to keep them from joining a union and
- it is the employee's choice about which union they want to join, not the employers.

Why join BCNU?

Joining the BCNU gives you a chance to work with your colleagues for improved working conditions and fair treatment and respect in your workplace.

Founded in 1981, BCNU represents more than 26,000 professional nurses and allied health care workers across the province. We have a strong record in helping our members win and defend contract rights and better working conditions. The BCNU, the voice of health care, also works hard to protect and enhance quality patient care in communities across BC.

BCNU is for everyone in health care

The BCNU organizes more than Registered Nurses (RNs) and Registered Psychiatric Nurses (RPNs). For example, BCNU has organized all staff at the North Peace Care Centre in Fort St. John including; RNs, LPNs, care aides, housekeeping, maintenance and



kitchen staff. BCNU also represents all health care employees at provincial jails including; RNs, LPNs, pharmacy and x-ray technicians, mental health workers and unit clerks. We also represent social workers and others at home support agencies.

A caring community

As a BCNU member you will become part of a caring community of skilled health care professionals with experience in fighting for better working conditions and improved patient care.

“Thanks to BCNU I’m now making better wages and extra staff have been hired for workload!”

Michelle Browne
Bevan Lodge

BCNU stewards assist members with issues in their workplace. Stewards are everyday members elected to provide knowledge and skills to help others solve problems and defend contract rights.

Democratic and member-driven

As a BCNU member you not only get to vote for your local workplace steward, but for your top provincial leaders – president, vice-president, treasurer and executive councillors as well. All members can attend and observe meetings of the BCNU Council, the union’s governing body, and can participate and vote at all regional meetings. And to ensure that you don’t lose out financially by participating in BCNU, funding including childcare is available for members to attend many BCNU activities.

Skilled Staff

To assist members with more challenging issues, BCNU stewards have access to a skilled team of staff that can assist on helping solve a wide range of issues.

Once you have joined BCNU, a qualified negotiator works with you to get you a fair contract.



Extensive Services

Some of the other services that are provided by staff at BCNU include;

- health and safety in the workplace,
- education for members and stewards,
- Workers Compensation Board and Long Term Disability (LTD) appeals, among others.

Working for positive change

BCNU also encourages its members to work together with others in their workplaces or communities to bring about positive change. By working together, members have been successful in improving workplace safety, securing more staff and keeping health care services for patients open. In some long term care facilities, campaigns by members have

resulted in increased nurse to patient ratios and additional support services such as rehabilitation therapy.

Best wages and benefits

Currently, BCNU members take home some of the strongest pay and benefits in the country. BCNU is also working closely with the provincial government to improve working conditions.



How important is a union agreement to ensure your security for your future?

	With a UNION	Without a UNION
Working conditions, benefits, hours of work	Protected by your negotiated contract	At the whim of management
Wages, including overtime	Spelled out in the contract	Secret. Negotiated individually by management
Raises	Bargained for everyone. All workers vote on the contract	Favouritism can determine individual raises
Discipline	The union will defend you fairly	Lots of luck. You're on your own
Promotions	Awarded fairly, according to the negotiated contract	Favouritism can determine promotions
Vacations	Based on the negotiated contract	Favouritism can determine vacation scheduling
Problems, harassment	Stewards and staff will work with members to solve problems	Their way or the highway – period!
Give people a voice and security for the future	Works for laws that protect working people and their families	Takes away or weakens all laws that protect workers

Minimum Standards in BC for workers	RN wages and benefits before joining BCNU*	RN wages and benefits after joining BCNU*
Wages – \$8/hour, \$6.00/hour “training wage”	Wages after 5 years – \$27.50/hour	Wages after 5 years – \$32.48/hour
Vacation – 10 days vacation after 12 months of consecutive employment	Vacation – 24 days – 1-5 years	Vacation – 24 days – 1-5 years
Work Week – 40 hours/week	Work Week – 37.5 hours/week	Work Week – 37.5 hours/week
Holidays – 9 statutory holidays per year	STAT Holiday pay – 1.5 X for the first 8 hours and then double time after that	Paid Holidays – 11 statutory holidays per year STAT Holiday pay – double time for all hours worked
	Sick leave – 12 days a year to a maximum of 120 hours	Sick leave – 15 days a year to a maximum of 156 hours
	Maternity Leave – 30 weeks without pay	Maternity Leave – 52 weeks without pay

* Langley Gardens

Steps to joining BCNU

1. **Call an organizer** at **1-800-663-9991** or **604-433-2268** or email **joinbcnu@bcnu.org** to let them know you want to join!
2. Sign the application for membership. Your application is confidential.
3. When 45% or more of all employees at your workplace have signed union cards, an application for certification is made to the Labour Relations Board (LRB). Only the LRB gets the information on who has signed. Your employer NEVER gets the list.
4. An Officer of the Ministry of Labour is then appointed to investigate the union's application.
5. If BCNU meets the 45% criteria for certification, an official vote will be conducted by the Ministry of Labour, within 10 days of filing the application.
6. To be certified, the Union must win the vote by 50% plus one, from the group of people who have voted.

After the certification, your employer is legally required to negotiate a collective agreement with the union you have chosen. A BCNU negotiator will then meet with you to develop reasonable contract proposals and present them to your employer during bargaining.

Union dues

You will not pay any union dues until you have bargained with your employer for a collective agreement and the members have voted on a contract.

BCNU Union dues are currently set at a rate of 2% of your gross, hourly straight time wages. Union dues are tax-deductible and will not be deducted from any overtime earnings. Some premiums and certain allowances are also exempt.



Join BCNU today!

**All calls/enquiries are
confidential**

To contact an organizer:

PHONE: 1.800.663.9991
604.433.2268

EMAIL: joinbcnu@bcnu.org



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