

## ABOUT BCNU

### TALK THE TALK - ABBREVIATIONS AND ACRONYMS

#### ABBREVIATIONS FOR REGIONS WITHIN BCNU

<b>CV</b>	Central Vancouver	<b>RIVA</b>	Richmond Vancouver
<b>CM</b>	Coastal Mountain	<b>SF</b>	Simon Fraser
<b>EK</b>	East Kootenay	<b>SFV</b>	South Fraser Valley
<b>FV</b>	Fraser Valley	<b>SH</b>	Shaughnessy Heights
<b>OS</b>	Okanagan-Similkameen	<b>SI</b>	South Islands
<b>NE</b>	North East	<b>TNO</b>	Thompson North Okanagan
<b>NW</b>	North West	<b>VM</b>	Vancouver Metro
<b>PR</b>	Pacific Rim	<b>WK</b>	West Kootenay

#### HEALTH SECTOR - LABOUR RELATIONS TERMS AND ACRONYMS

##### Bargaining Associations

<b>CBA</b>	Health Services & Support - Community Subsector Bargaining Association
<b>CSSBA</b>	Community Social Services Bargaining Association
<b>FBA</b>	Health Services & Support - Facilities Subsector Bargaining Association
<b>HSPBA</b>	Health Science Professionals Bargaining Association
<b>NBA</b>	Nurses' Bargaining Association

##### Unions

<b>BCGEU</b>	British Columbia Government Employees' Union
<b>BCNU</b>	British Columbia Nurses' Union
<b>CUPE</b>	Canadian Union of Public Employees
<b>HSA</b>	Health Sciences Association
<b>HEU</b>	Hospital Employees' Union
<b>CLAC</b>	Christian Labour Association of Canada

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#### Employers

<b>CSSEA</b>	Community Social Services Employers Association
<b>FHA</b>	Fraser Health Authority
<b>HEABC</b>	Health Employers Association of BC
<b>IHA</b>	Interior Health Authority
<b>NHA</b>	Northern Health Authority
<b>PHC</b>	Providence Health Care
<b>PHSA</b>	Provincial Health Services Authority
<b>VCHA</b>	Vancouver Coastal Health Authority (sometimes “VCH”)
<b>VIHA</b>	Vancouver Island Health Authority (sometimes “IH” for Island Health)

#### OTHER IMPORTANT ACRONYMS

<b>AORA</b>	Any other related article
<b>ARNBC</b>	Association of Registered Nurses of BC
<b>AWP</b>	Attendance Wellness Program (also called Attendance Management)
<b>BCCNM</b>	BC College of Nurses & Midwives
<b>BC FED</b>	British Columbia Federation of Labour
<b>BCNU CAMPAIGN BUS</b>	A multipurpose vehicle deployed and maintained by BCNU
<b>BCHOA</b>	BC Healthcare Office of Arbitration
<b>BOT</b>	Banked Overtime
<b>BUS</b>	A type of BCNU Workshop (Building Union Strength)
<b>CDMR</b>	Care Delivery Model Redesign
<b>CFNU</b>	Canadian Federation of Nurses Unions
<b>CLC</b>	Canadian Labour Congress
<b>CNSA</b>	Canadian Nursing Students' Association

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#### OTHER IMPORTANT ACRONYMS *continued*

<b>CPP</b>	Canada Pension Plan
<b>CRC</b>	Claims Review Committee
<b>CSA</b>	Canadian Standards Association
<b>DM</b>	Disability Management
<b>DTA</b>	Duty to Accommodate
<b>EDMP</b>	Enhanced Disability Management Program
<b>EFAP</b>	Employee and Family Assistance Program
<b>EI</b>	Employment Insurance
<b>EIA</b>	Employment Insurance Act
<b>ESA</b>	Employment Standards Act
<b>ESN</b>	Employed Student Nurse
<b>FCE</b>	Functional Capacity Evaluation
<b>FOIPPA</b>	Freedom of Information and Protection of Privacy Act
<b>FTS</b>	Full Time Stewards
<b>GAC</b>	Grievance Assessment Committee
<b>GRTW</b>	Graduated Return to Work
<b>GWL</b>	Great-West Life Assurance Company
<b>HBT</b>	Healthcare Benefit Trust
<b>HPA</b>	Health Professions Act
<b>HR&amp;E</b>	Human Rights and Equity
<b>ICU</b>	Intensive Care Unit
<b>IEN</b>	Internationally Educated Nurse
<b>IME</b>	Independent Medical Examination
<b>IWAD</b>	Industry Wide Application Dispute

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#### **OTHER IMPORTANT ACRONYMS** *continued*

<b>JOHS</b>	Joint Occupational Health and Safety (or JOSH)
<b>LEAP</b>	Licensing, Education, Advocacy & Practice
<b>LOA</b>	Leave of Absence
<b>LOE</b>	Letter of Expectation
<b>LOD</b>	Letter of Discipline (written warning)
<b>LOU</b>	Letter of Understanding (Letter of Agreement)
<b>LRB</b>	Labour Relations Board
<b>LRO</b>	Labour Relations Officer
<b>LTD</b>	Long Term Disability
<b>MOA</b>	Memorandum of Agreement
<b>MOU</b>	Memorandum of Understanding
<b>MPP</b>	Municipal Pension Plan
<b>MSI</b>	Musculoskeletal Injury
<b>NOC</b>	Notice of Complaint
<b>NPS</b>	Nursing Policy Secretariat
<b>NRC</b>	Nurse Relations Committee
<b>NSC</b>	Nurse Staffing Secretariat Steering Committee
<b>NSS</b>	Nursing Staffing Secretariat
<b>OHS</b>	Occupational Health & Safety
<b>OT</b>	Overtime
<b>PCA</b>	Provincial Collective Agreement
<b>PCAP</b>	Patient Care Assessment Process
<b>PHS</b>	Psychological Health and Safety
<b>PIPA</b>	Personal Information Protection Act
<b>PJAC</b>	Provincial Job Action Committee

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#### OTHER IMPORTANT ACRONYMS *continued*

<b>PRP</b>	Professional Responsibility Process
<b>PSLS</b>	Patient Safety Learning System
<b>RSI</b>	Repetitive Strain Injury
<b>RTW</b>	Return to Work
<b>SEPD</b>	Single Employer Policy Dispute
<b>SNSC</b>	Strategic Nurse Staffing Committee
<b>SOA</b>	Staffing Oversight and Arbitration Panel
<b>STD</b>	Short Term Disability
<b>STIIP</b>	Short Term Illness and Injury Plan
<b>WCB</b>	Workers Compensation Board, now known as Worksafe BC