



**BC NURSES'
UNION**

Standing up for health care



MEMBER CARE PLAN

The **BC Nurses' Union** and You

www.bcnu.org



*“the union is yours
and you are the union...”*

WELCOME TO **BCNU**

Your colleagues across BC in nursing and allied work are excited to welcome you to the BC Nurses' Union.

Come learn more about what it means to be part of BCNU and how you can use the strength of the union to improve your worklife and the quality of health care.



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BCNU WELCOMES YOU

HELPING YOU IMPROVE YOUR WORKPLACE AND YOUR LIFE

BCNU works to bring you together with other members to find ways to make a difference in your workplace, in your profession and in your community.





We're nurses and allied health-care workers standing strong for fair wages, benefits and working conditions. We work in hospitals, in the community, and in long-term care. We work hard to improve patient care and public medicare.

BCNU will support you in achieving:

- > Fair treatment in your workplace
- > Protection from favouritism and harassment
- > A voice to improve your working conditions
- > Respect for your effort and experience
- > A partnership with your employer to help provide better care
- > Decent wages, benefits and pensions

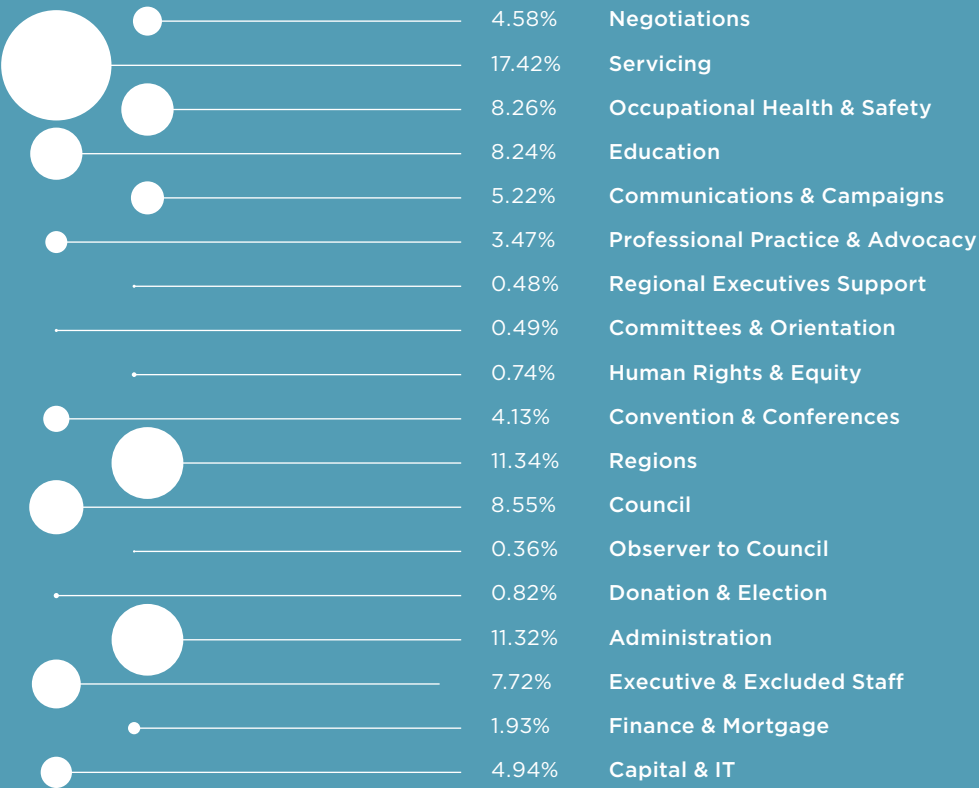
*We work
hard to
improve
patient care
and public
medicare.*

YOUR ROLE AS A BCNU MEMBER

- > Meet your workplace steward and keep in contact
- > If you don't have a steward, learn how to contact your regional chair (see page 16)
- > Read your collective agreement
- > Attend meetings at your worksite and in your region
- > Sign up to receive BCNU communications by email at membership@bcnu.org
- > Check the BCNU website frequently at www.bcnu.org
- > Follow BCNU on social media    
- > Read your BCNU Update Magazine
- > Check your BCNU bulletin board regularly
- > Sign up for a Building Union Strength workshop
- > Vote in BCNU elections
- > Consider becoming a steward or union worksite contact

SAMPLE DUES DISTRIBUTION

For current dues distribution please check the member portal.



A long-time union principle is that all employees who benefit from a contract should contribute to the costs of maintaining and improving it.

ABOUT YOUR DUES

You pay no union dues until BCNU has negotiated a collective agreement on your behalf, and the agreement has been approved by you and other members in a secret ballot vote.

Once members are covered and protected by a ratified collective agreement, dues become a condition of your employment. That's part of a long-time union principle that all employees who benefit from the wages, benefits and conditions provided in a collective agreement should contribute to the ongoing costs of maintaining and improving it.

Dues are the union's only source of funding. Without dues the union could not function. The dues formula is set by your fellow members in a vote at Convention. BCNU dues are currently set at two percent of gross straight-time earnings.

Generally your dues will be deducted from your paycheque in the same way as deductions are made for income tax, pension contributions and EI premiums, and sent to the union by your employer. Regular union dues are tax deductible.

To learn more about how your dues are working for you, log in to the [BCNU Member Portal](#)

BCNU PAST, PRESENT, FUTURE

Founded in 1981

The BC Nurses' Union was officially founded on June 11, 1981, after the Labour Relations Division of the Registered Nurses' Association of BC left the RNABC (now known as the BC College of Nursing Professionals).

Struggles in long-term care

Shortly after, BCNU began a long, tough campaign to organize nurses working at non-union long-term care facilities. The campaign put BCNU at the forefront of the struggle for social justice – to organize these nurses, to negotiate first contracts and to get them parity with nurses in hospitals.

A proud legacy

Since 1981, BCNU has carried out many tough campaigns in support of bargaining goals – notably the 1989 province-wide hospital strike, the 1994 strike by Lower Mainland community nurses and the 2001 province-wide job action. These campaigns helped push the top hourly wage for a frontline nurse from \$12.05 in 1981 to \$40.42 by 2011.

A promising future

BCNU is more than just nurses. We've set about organizing "wall-to-wall certifications," to bring all health-care staff in non-union facilities into our union, whether they're nurses, care aides, food service workers, cleaners or janitors.

BCNU FAST FACTS

- > BCNU represents over 48,000 Licensed Practical Nurses (LPNs), Registered Nurses (RNs), Registered Psychiatric Nurses (RPNs), employed student nurses, and allied health-care workers across BC.
- > BCNU's largest bargaining unit is the Nurses' Bargaining Association (NBA) – representing thousands of LPNs, RNs and RPNs employed in BC's public health-care sector by the province's six health authorities, affiliated employers, HealthLink BC and Canadian Blood Services. Also in the NBA there are about 2,000 RPN members of the Health Sciences Association (HSA). BCNU also represents health care support workers who are part of the Facilities Bargaining Association.
- > Other BCNU members work as direct provincial government employees (Riverview, Forensic Psychiatric Institute, government-owned long-term care); for a contractor hired by provincial jails; for Indigenous nations' health services, in community social services and in private long-term care facilities.
- > BCNU liaises with the Canadian Federation of Nurses' Unions (CFNU) which lobbies the federal government, promotes social justice and works with other national organizations on nurses' behalf. BCNU also promotes social justice as part of the broader labour movement.

For a more detailed history of BCNU go to: www.bcnu.org.



“The union embraces all members. Whether this is the first time you’ve been part of a union, or if you’ve already had union experience, there’s a place for you at BCNU.”

*Stewards
work hard to
help you
resolve your
concerns.*

LEADERSHIP THAT CARES

YOUR STEWARDS – YOUR FRONTLINE LEADERS

Stewards at your worksite are the frontline of BCNU. They are the first people you should contact about any worksite issue or questions about your contract.

Stewards are everyday BCNU members like you, who are elected to provide their skills and knowledge to help you solve problems. They'll help you defend your contract rights, meet your professional standards and improve your working conditions.

BCNU stewards work hard to help you resolve your concerns. To learn these skills, stewards attend some of the extensive education programs offered by BCNU. Your steward will decide if your concern should be referred to a staff labour relations officer (LRO).

Stewards are elected for a three-year term by the members at your worksite. The union also hires full-time stewards at several large worksites.

For a list of stewards in your workplace, and to find out how to contact your regional chair, log in to the BCNU Member Portal. The regional chairs are also listed in your BCNU Update Magazine and on the BCNU website.



INTERESTED IN BECOMING A STEWARD?

Talk to your stewards or your regional chair.

Sign up to attend a Building Union Strength (BUS) course in your region.

Once you become a steward you are an official BCNU representative, giving you equal status with the employer's representatives. As a steward, your contract protects you from any discriminatory consequences that result from your union responsibilities.

Time spent working as a steward is either paid (by the employer or by the union), or unpaid (volunteer).



*Your Council
consists
of the five
members of
the Executive
Committee
plus your
regional
chairs.*

YOUR PROVINCIAL & REGIONAL LEADERS

BCNU President

Your president provides overall vision and leadership for the union. All BCNU members can vote every three years. The president reports to and chairs your BCNU Council. As our chief public spokesperson, the president is responsible for speaking to the news media.

BCNU Executive

Besides your president, the members also elect the other members of the BCNU Executive Committee for three-year terms. Your vice president is responsible for political action, your treasurer oversees BCNU finances, one executive councillor is responsible for health and safety, while the other executive councillor oversees BCNU's policies on pensions. These officers also report to council about any urgent issues that arise between council meetings.

BCNU Council

Your council is the top governing body of BCNU between conventions. Council consists of the five members of the executive committee plus your regional chairs.

You can find a list of regional chairs in each issue of your BCNU Update Magazine or on the BCNU website.

You can identify your BCNU region by consulting the map on the next page.

Regional Chairs and Regional Executives

BCNU is organized into regions, each with its own chair or co-chairs. Each region is governed by a regional executive, elected by the members in that region. Regional executives usually consist of five to ten positions including a secretary, treasurer and members responsible for areas such as health and safety, communications, professional practice, campaigns and lobbying.

You can find a list of your regional chairs in each issue of your BCNU Update Magazine or on the BCNU website. You can identify your BCNU region by consulting the map on the next page.

BCNU Convention

Members elect delegates from each region to BCNU's annual convention. Convention establishes the union's policies and makes changes to the constitution through resolutions and bylaws. (bylaws are available on the BCNU website and mailed to members whenever Convention approves amendments).

Executive Leadership

BCNU employs a chief executive officer, a chief operating officer, as well as several directors to lead your union's professional and administrative staff at its provincial and regional offices.

FIND YOUR BCNU REGION

Guide to Vancouver area regions:

1. Central Vancouver

Vancouver General, UBC, BC Cancer Agency, GF Strong and long-term cares.

7. Richmond Vancouver

Richmond Hospital, Vancouver and Richmond community nursing and mental health services, Centre for Disease Control, Canadian Blood Services, HealthLink BC and Richmond long-term cares.

8. Shaughnessy Heights

Children's & Women's Health Centre, Sunny Hill Hospital and long-term cares.

13. Vancouver Metro

St. Paul's and, Mt. St. Joseph's hospitals, other Providence Health Care facilities and long-term cares.

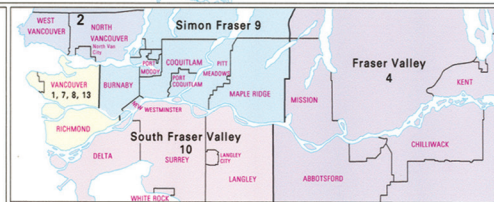


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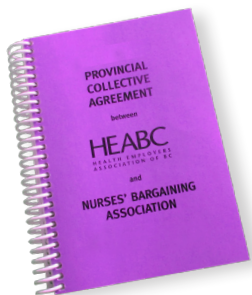




“Thanks to our contracts and the work members put in to achieve them, BCNU members take home some of the best health-care pay and benefits packages in the country.”

YOUR CONTRACT MATTERS

READ YOUR COLLECTIVE AGREEMENT – YOUR WORKLIFE DEPENDS ON IT



As a jointly-negotiated document, both your union and your employer have a responsibility to respect and live up to the terms of the collective agreement.

- > Your collective agreement is the result of hard work and long hours by members like yourself to set priorities and organize support for your BCNU bargaining team. The contract negotiated with your employer sets out your wage rates, your benefits, your hours of work, your vacation and all the rules governing your rights in the workplace including seniority, promotion and discipline. It also sets out your employer's rights in managing the workforce.
- > Thanks to our contracts and the work members put in to achieve them, BCNU members take home some of the best health-care pay and benefits packages in the country.
- > To learn about your contract rights, ask your steward for a copy of your collective agreement and read it. If you have any questions or encounter a problem in your workplace, the first person to contact is your BCNU steward, or if there is no steward, your regional chair.
- > For more challenging issues, your steward can consult a staff labour relations officer (LRO). BCNU's LROs are experts on contract interpretation and on using the grievance/arbitration system to ensure members are treated fairly.

GRIEVANCES – PROTECTING YOUR RIGHTS

A grievance is a formal complaint that the employer isn't living up to the terms of the contract.

If your employer doesn't honour the contract, you have the right (and the responsibility) to file a grievance. A grievance is a formal complaint that the employer isn't living up to the terms of the contract. A strong grievance can force the employer to comply or back off.

Grievances can involve differences over wage rates, vacation leave, work schedules, performance appraisals or disciplinary measures.

The process begins by meeting with your steward and deciding whether to proceed. Then you and your steward will meet with an employer representative. Most of the hundreds of grievances filed each year are settled early in the process.

On some occasions, the issue must be taken to a third party (industry trouble-shooter or arbitrator) for a binding ruling.



*BCNU
members
have been
successful
in using the
PR process
to improve
professional
and practice
conditions.*

PROFESSIONAL RESPONSIBILITY PROCESS – PROTECT YOUR PROFESSIONAL PRACTICE

The Professional Responsibility (PR) process is a critical tool for upholding your professional standards. It was mutually developed by the employer and BCNU, designed to help you meet your professional standards and deliver improved patient care.

Engaging in the PR Process is the best way to advocate for safe patient, resident and client care and promote positive changes in your workplace.

The PR process addresses only professional practice problems related to the Nursing Standards of Practice of the provincial regulatory body including those which may put patients, residents and/or clients at risk and intends to solve practice issues collaboratively at the local level. Workload/staffing related issues are now addressed through Article 60 and nurse safety issues through Article 32.

The process provides defined steps for advocating for change. These steps are outlined in your collective agreement. Your Professional Responsibility (PR) Advocate is available to support you through the process. You can find your PR advocate listed on BCNU's Member Portal, under Contacts.

Visit www.bcnu.org for more information

BARGAINING – MEMBERS SET THE PRIORITIES

*You decide
what priorities
to take to your
employer —
by attending
meetings,
replying to
surveys or
filling out
questionnaires.*

Whether BCNU is helping you negotiate a first contract after you've just organized into the union, or whether you're seeking to improve an existing contract, you and your fellow members play the key role in determining what the union does at the bargaining table.

You decide what priorities to take to your employer by attending meetings, replying to surveys or filling out questionnaires. You elect the members of your bargaining committee and that negotiates with your employer and recommends a tentative deal to settle a contract. You get the final say when you vote for or against the proposed collective agreement. Only after you've voted to ratify it, will your contract take effect.

*Different
contracts
depend on
where you
work and
what work
you do.*

Collective Agreement

Most BCNU members who work for one of the province's health authorities or their affiliates – are covered by one provincial collective agreement between the NBA and the Health Employers Association of BC (HEABC). The NBA is composed primarily of BCNU and the HSA.

Facilities Collective Agreement

Care aides and health-support workers are covered by the Facilities (Health Services and Support Subsector) Collective Agreement.

Other Public Sector Contracts

Other contracts cover BCNU members directly employed by the provincial Public Service, community social services and a contractor hired by BC Corrections.

Independent Contracts

BCNU members in smaller privately-owned worksites and in several First Nations are covered by their own independent collective agreements.

YOUR PENSION IS YOUR FUTURE

Enrolling in your pension plan is the single most important step you can take once you begin your employment. While a salary provides income while working, a pension provides income throughout retirement.

Nurses' pensions are something to be proud of. They're a hard-won benefit and one of the more tangible examples of how membership in a union gives you an advantage when it comes to safeguarding your security and standard of living in your old age.

Defined-benefit public sector pensions also bring peace of mind. Joint employer-employee contributions are pooled and invested so that plan members receive a guaranteed lifetime, monthly pension when they retire.

The amount you receive each month is based on your years of pensionable service, the average of your highest five years of salary and the age you decide to start your retirement. Your pension contributions are based on your earnings.

Municipal Pension Plan and Public Service Pension Plan

If you work in BC's public health care and social services system (health authorities and affiliates, and community social service agencies) chances are you're part of the Municipal Pension Plan (MPP) or the Public Service Pension Plan (PSPP).

Almost all employees covered by the NBA provincial collective agreement are members of the MPP and some BCNU members who formerly worked for the provincial public service are members of the PSPP.

Information on both plans can found at:

www.mpp.pensionsbc.ca

www.pspp.pensionsbc.ca

If you are a member of the MPP or PSPP and want more information on how your pension funds are invested, consult the BC Investment Management Corporation: www.bci.ca

Canadian Blood Service Defined Benefit Pension Plan

Canadian Blood Services employees are covered by this plan. For more information, contact your local Canadian Blood Service Human Resource Department or call the Canadian Blood Service National office at 613-739-2240.

Independent and private sector pension plans

If you are not covered by the NBA collective agreement, you're likely covered by an independent pension arrangement, as described in your BCNU contract. These pensions are usually in the form of employer contributions to a group RRSP. BCNU is working to enable these members receive good pension benefits as well.



“BCNU provides members with the widest opportunities to learn, to understand, to grow and become leaders on behalf of our colleagues and for all citizens in BC.”

*BCNU
offers you
a wide
range of
educational
programs.*

HOW THE UNION SUPPORTS YOU

EDUCATION – CREATING A LEARNING COMMUNITY

Whether you're an interested member or steward; a student or a new graduate; in the middle of your career or nearing retirement, you are encouraged to check out BCNU's education programs.

You'll find opportunities to learn more about yourself, your union, your workplace and your community in an environment that encourages active participation and a lively exchange of opinion and experience. Contact BCNU's education department or visit www.bcnu.org.

Regional Education

BCNU's education department takes training to you, offering workshops in each region. Some of the issues covered could include contract interpretation, maintaining professional standards, occupational health and safety, and assertiveness and empowerment training.

Workshop subjects also reflect current challenges facing BCNU members, such as health-care cuts, privatization and the future of medicare. Some educationals are also designed to assist specific groups within the diversity of BCNU's membership such as members from various multicultural communities, Indigenous members and those working in long-term care.



*BCNU is
developing
and
implementing
a plan for
creating a
member and
staff learning
community.*

Members also learn how to lobby government for legislative changes, such as improved health and safety regulations. During preparation for provincial bargaining, educational programs emphasize key bargaining issues and focus on ways to increase member participation in the bargaining process.

Steward Education

More specific workshops are held for stewards to help them improve their knowledge and skills in resolving your workplace issues effectively.

Member Education

As a member you can take the Building Union Strength (BUS) course to learn more about the BCNU, your role in it and your rights. This course will prepare you to get more involved – perhaps even as a steward.

Creating a Learning Community

BCNU is developing and implementing a plan for creating a member and staff learning community. It's about supporting members and staff to become knowledgeable leaders in health care and health care policy development through special programs in negotiations, labour relations, mediation and business administration.

*If you feel
that your
workplace is
a threat to
your health
or safety,
contact your
BCNU OH&S
steward
immediately.*

HEALTH AND SAFETY – KEEPING WELL AT WORK

Working in health care can be dangerous to your own health and safety. Toxic chemicals and drugs, infectious agents, stress, shift work, radiation and ergonomic hazards are just a few of the risks you face every day. Inadequate staffing levels and increasing workloads add to the problem.

You may be concerned about the lack of lifting devices. Or you may be experiencing symptoms of chemical exposure. Or perhaps your facility may not have a program in place for the safe disposal of sharps, or one that effectively deals with violent patients.

If you feel your workplace is a threat to your health or safety, contact your BCNU occupational health and safety (OH&S) steward immediately. The steward should be listed on your BCNU bulletin board. If there isn't one, contact your regional chair.

BCNU's OH&S department works to help BCNU members prevent occupational injury and disease. The department also helps ensure that if you do get injured or sick, you receive fair benefits such as sick leave, workers' compensation and long term disability (LTD).

It is critical to report all accidents and injuries promptly, no matter how minor or symptom-free they may seem.

It is critical to report all accidents and all injuries promptly to your employer, no matter how minor or symptom-free they may seem. Frequently, claims for workers' compensation benefits are denied as a result of delayed and improper reporting of workplace injuries. Your OH&S steward is a valuable resource when filing compensation claims. If your workers' compensation claim is denied, OH&S staff are available to assist and represent you in the appeal process.

For questions about LTD or workers' compensation, contact your OH&S steward.

BCNU also helps members covered by the provincial collective agreement with returning to work after an injury or illness.

BCNU staff provide training for all OH&S stewards so that they can effectively advocate for you on your workplace joint occupational health and safety committee.

The staff also helps keep you and your stewards up to date on current topics, regulations and proposed legislative changes.



REACHING OUT WITH COMMUNICATIONS AND CAMPAIGNS

Reaching Out to You

The communications and campaigns department helps stewards and other elected BCNU leaders stay in touch with you.

**Sign up to
receive BCNU
communications
by email at
[membership@
bcnu.org](mailto:membership@bcnu.org).
(Please no work
email addresses)**

Your BCNU Update Magazine, mailed to your home, is the major source of information you'll receive from the union.

You can also stay up to date by checking your BCNU worksite bulletin board, by signing in to the BCNU member portal located at www.bcnu.org, and by visiting BCNU on Facebook.

You can sign up to receive BCNU communications directly and quickly by email by sending your own email address to membership@bcnu.org. (Please no work email addresses.)

Reaching Out to the Community

The communications and campaigns staff also ensures the union's messages reach the general public through the news media, and through community organizations. Staff help BCNU representatives prepare for media interviews, work with community allies on the protection and improvement of public health care, and promote actions to address the

*BCNU
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officers work
to help you
develop
strategies
to change
your work
environment.*

determinants of health, such as affordable housing and adequate income. The communications department also coordinates the production of print, radio and television ads, leaflets, posters and videos.

Organizing For Change

BCNU campaigns officers work with you and your elected officials to help you develop strategies to improve your work environment or the broader aspects of the health-care system.

Supporting Your Lobbyists

The department supports a network of lobbyists in each region. Your lobbyists meet with politicians, community organizations and other decision-makers about BCNU's key concerns. Lobby coordinators – one from each region – meet twice a year to learn more about pressing issues and develop action plans. In recent years lobbyists helped persuade the provincial government to strengthen regulations to prevent needlestick injuries and to put recruitment and retention of nurses at the top of the health-care agenda.



CELEBRATING HUMAN RIGHTS AND DIVERSITY

BCNU is committed to fostering a supportive and welcoming environment to encourage all members to participate in activities at all levels of the union. The Human Rights and Equity Committee provides advice to BCNU Council on ways to accomplish this goal. It supports BCNU's four diversity caucuses.

Mosaic of Colour Caucus

Led by members of various visible minority groups within our membership, the Mosaic of Colour Caucus encourages members from various cultural communities to get more involved in the union. The group also reaches out publicly on behalf of BCNU to ethnic and cultural communities, conducting blood pressure/blood sugar clinics at such events as Chinese New Year, Sikh Vaisakhi parades and Filipino Independence Day.

Indigenous Leadership Circle

First Nations BCNU members work to encourage more Indigenous members to participate in the union. They lobby for better health care for Indigenous communities and encourage more Indigenous people to consider health care careers. They also raise awareness among health care professionals about the need to foster cultural safety when working with Indigenous clients.

LGBTQ Caucus

This group works to ensure BCNU members of the LGBTQ community are encouraged to participate in the union without discrimination or any form of harassment or bullying. Caucus members have organized BCNU participation in annual Pride parades in various communities.

Workers with Disabilities Caucus

This group works on issues of concern to members who are working with some form of disability. BCNU formed the caucus to ensure contracts are followed, take a proactive stand on disability issues and give members working with disabilities an opportunity to identify their needs and advocate for themselves.

For more information about the human rights and diversity caucuses contact:

- > Indigenous Leadership Circle: indigenous@bcnu.org
- > Mosaic of Colour Caucus: moc@bcnu.org
- > LGBTQ Caucus: lgbtq@bcnu.org
- > Workers with Disabilities Caucus: disabilities@bcnu.org

In addition to the caucuses, BCNU also has a Men in Nursing interest group and Young Nurses Network.

For more information, visit

<https://www.bcnu.org/about-bcnu/human-rights-and-equity>

*Members
can apply
for bursaries
to attend
post-basic
clinical
nursing
programs
and other
courses.*

ADDITIONAL BCNU SERVICES

BCNU's Licensing, Education, Advocacy and Practice (LEAP) Program was established in 1988 to assist and advocate for members with matters related to professional practice complaints to the British Columbia College of Nurses and Midwives (BCCNM), as well as those related to licensing challenges, mental health concerns and substance use disorders. Contact the LEAP Intake Assistant at BCNU for further information, or visit the BCNU website at www.bcnu.org.

Education Funding

Members can apply for bursaries to attend post-basic clinical nursing programs, other skills-related courses and labour relations seminars. Some funding is available to student nurses. Information and applications are available at the BCNU office or online at www.bcnu.org.

Evelyn Hood Benevolent Fund

The Evelyn Hood Benevolent Fund provides assistance to BCNU members in financial need. A one-time donation of up to \$1,000 is available per member. Please contact your regional chair for the criteria and process for applying.

OTHER WAYS TO PARTICIPATE

Student Nurses

Student nurses are the future of health care and the union. It's free to become a student member of BCNU.

Student membership entitles you to attend BCNU events and meetings. You will also receive a copy of the BCNU Update Magazine in the mail. BCNU does outreach to nursing schools, organizes special workshops and drop-ins for student nurses and promotes the Employed Student Nurse Program, which enables students to gain clinical experience in special paid part-time or part-year positions.

For more information, go to www.bcnu.org or join the Young Nurse Network on Facebook.

Email membership@bcnu.org to apply for a free student membership.

BCNU does outreach to nursing schools, organizes special workshops for student nurses and promotes the Employed Student Nurse Program.



*The Retired
Nurses
Network
advocates for
protecting
pensions and
benefits for
retirees.*

Retired Nurses Network

The Retired Nurses Network supports retired or soon-to-retire nurses who want to keep active in BCNU. The Retired Nurses Network advocates for protecting pensions and benefits for retirees and provides a forum for action on other issues affecting retired nurses. Membership is free and provides an on-going opportunity for retired members to get together and discuss issues of mutual concern.

Long-term Disability Caucus

BCNU's long-term disability caucus is a forum for nurses on long-term disability to discuss issues of mutual concern. It is an effective avenue for raising LTD issues with BCNU members and leaders and for lobbying for improvements in LTD benefits.

For more information contact your LTD regional contact or provincial LTD coordinator listed at www.bcnu.org

MEMBER CHECKLIST

- > Stand up for safe patient care
- > Read your collective agreement:
www.bcnu.org/contracts-and-bargaining/your-collective-agreement
- > Check your union workplace bulletin board for key BCNU contact information
- > Make sure BCNU has your current mailing address and personal information by emailing **membership@bcnu.org** – this will ensure you receive BCNU’s eNews
- > Visit **www.bcnu.org** and sign in to the Member Portal for information only available to BCNU members
- > Read your Update Magazine and know who your elected BCNU regional representatives are
- > Attend your BCNU regional meetings and educational workshops
- > Find out where PRP forms are kept in your workplace and find out more about safe practice at **www.bcnu.org**
- > Connect with your local BCNU OH&S steward to become health and safety aware
- > Join the BCNU conversation on our social media channels:
 - > Facebook: ***BC Nurses’ Union***
 - > Instagram: ***@thebcnursesunion***
 - > Twitter: ***@BCNursesUnion***
 - > YouTube: ***BC Nurses’ Union***

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