

Licensed Practical Nurses

Caring Professionals



A history of strong representation!

The Canadian Union of Public Employees (CUPE) represents 1,500 Licensed Practical Nurses (LPNs) in five health regions in Saskatchewan. For years, CUPE has provided strong representation for our members in the nursing profession.

Bargaining for better pay and benefits

Licensed Practical Nurses have benefitted from the historic bargaining gains CUPE has made over the years. Some of the gains over the last two decades include:

- The merger of collective agreements for acute and long term care, ensuring common working conditions and benefits.

- The implementation of joint job evaluation.
- Portability of benefits within health districts if a health care worker changes employers.
- Improvements to pension plan funding and the creation of a jointly trustee pension plan in 2003 so that workers don't retire in poverty.
- Paid family leave days.
- Language to address workload.
- Significant wage increases as a result of the joint job evaluation plan.

Promoting the role of LPNs in nursing

CUPE runs ongoing public campaigns promoting LPNs as a vital part of the nursing team. We have had meetings to advocate for LPNs with the Ministry of Health, SAHO and SUN.

Lobbying for full scope of practice

CUPE has been a long advocate for ensuring all LPNs are able to work to full scope.

CUPE has prepared a brief entitled "A Practical Solution to the Nursing Shortage", which we presented to SAHO, five health regions and the provincial government. We have also undertaken a public awareness campaign featuring billboards, TV ads, press conferences and newspaper ads.

In 2008, CUPE tabled a proposed Letter of Understanding with SAHO that would commit employers to endorse and implement a process to maximize the utilization of LPNs' professional skills. We gained the support of other unions to table this same language with their respective employers. CUPE was successful at securing a commitment from SAHO and health employers to endorse and support the full optimization of LPNs' professional skills.

Funding educational training for LPNs

- In the 1999 round of bargaining, CUPE negotiated the creation of a Provincial Employment Strategy Committee. Pooling the employee and employer Employment Insurance rebates, the committee uses these funds to assist health care workers to upgrade their skills or train for specific jobs.
- Between 2004 and 2010, the Provincial Employment Strategy Committee of CUPE and SAHO funded over 1,500 applications from Licensed Practical Nurses to upgrade their training. Over \$1.9 million in training funds were provided to CUPE LPNs through this committee in this time period.
- Funding from this committee was provided to CUPE LPNs for the administration of a medications course so they could practice to full scope in the workplace and meet their licensing requirements.

Listening to our members

For the past 10 years, CUPE's LPN Committee has pressed the concerns and interests of our 1,500 Licensed Practical Nurses. The committee, which is comprised of one LPN from each of the five CUPE health care locals, meets regularly to discuss issues and concerns specific to LPNs.

The committee organizes ongoing opportunities for feedback, including over 16 roundtable discussions with LPNs in five health regions and an upcoming series of townhall meetings in each health region. The consultations provided a chance for LPNs to discuss workplace and professional concerns.

We have undertaken a campaign to have a face to face conversation with each LPN who is a CUPE member about his/her thoughts and concerns.



www.cupesaskhcc.ca/



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