



CANADIAN
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June 20, 2023

Bea Bruske
President
Canadian Labour Congress
2841 Riverside Drive
Ottawa ON K1V 8X7
Be email: bbruske@clcctc.ca

Dear Sister Bruske,

I am writing today regarding a recent application to the Alberta Labour Board concerning Licenced Practical Nurses (LPNs). I understand there is concern expressed by fellow CLC affiliates surrounding the United Nurses of Alberta's (UNA) submission to the provincial Labour Board. The application put forward by a group of LPNs involves the definition and subsequent classification of their work. This is part of a well-established process by the Alberta Labour Board to which UNA and other unions have participate in before. There have never previously been questions that these sorts of interventions contravene Article 4 of the CLC Constitution.

I would like to make some assurances that although the UNA submitted an opinion to the labour board on the application submitted by LPNs for Change, they did not encourage them to pursue it. The submission was not in collaboration with any other parties, nor is this a campaign and most certainly this is not a raid in any sense. Given that UNA represents 30,000 nurses, including a small group of LPNs, an issue relating to the nursing profession is being discussed and an intervention is to be expected.

As the UNA stated in their brief "LPNs' practice has gradually increased, expanded and overlapped with RNs' practice in the Alberta health care system, the division between the "direct" and "auxiliary" nursing care units has become confusing, arbitrary, and inconsistently applied." The membership of the UNA is directly impacted by the scope of practice of LPNs and is therefore a matter relevant to their membership. The field of nursing and the deployment of nurses by governments and health services providers is ever changing and will always be relevant to nursing unions. Most nursing unions in Canada represent some LPNs. CFNU through its member unions currently represents LPNs in New Brunswick, Nova Scotia, Ontario, Manitoba, Alberta, and British Columbia. In Quebec, LPNs are represented by FIQ. We all recognize the value of their work in direct nursing care to patients.

I hope this letter and any subsequent discussions can assure others that the intentions of the UNA were to simply voice their interpretation on an issue impacting the nursing profession.

As we are set to meet in August on the welcoming back of the BC Nurses' Union, I want to clarify that these two matters are separate and unrelated issues. I sincerely hope we can proceed with productive dialogue towards welcoming the BCNU back into the CLC this fall.

As always, I am free to discuss this further at any time and thank you again for your efforts.

In Solidarity,

A handwritten signature in black ink, appearing to be 'LS', written over a horizontal line.

Linda Silas, CFNU President

cc: Bert Blundon, NUPGE President
Mark Hancock, CUPE National President
Heather Smith, UNA President
David Harrigan, UNA Director of Labour Relations