



# RPNs: Proud to Say We're HSA

## LATEST NEWS

- [Nurses vote in favour of three-year provincial collective agreement \(Jan. 25, 2019\)](#)
- [Supreme Court of BC rejects BC Nurses' Union application](#) (March 6, 2017)
- [NBA Settlement to provide damages payment for RPN's 2017 college fees](#) (January 17, 2017)
- [HSA asking tough questions on recent attacks on RPNs](#) (November 16, 2016)
- [NBA contract ratified](#) (May 13, 2016)
- [Despite concerns, HSA recommends Yes vote on tentative agreement](#) (April 19, 2016)
- [HSA welcomes Labour Relations Board decision dismissing BCNU applications to raid non-nursing professionals](#) (April 12, 2016)
- [Tentative agreement reached](#) (April 5, 2016)
- [Nurses' bargaining in high gear](#) (March 7, 2016)
- [HSA fighting to allow RPNs to apply for jobs without disclosing info to BCNU](#) (January 27, 2016)

## NEW 2014-2019 COLLECTIVE AGREEMENT RATIFIED

In early May, members of the Nurses Bargaining Association (NBA) contract, including the 900 Registered Psychiatric Nurses represented by HSA, voted 85 per cent in favour of accepting a new collective agreement.

The new agreement covers April 1, 2014 to March 31, 2019. Highlights include modest wage increases of 5.5 per cent over five years, plus eligibility for an "Economic Stability Dividend" to be paid if the province's real gross domestic product exceeds the annual forecast. This mirrors the increases negotiated in other public sector agreements since 2014. Other features of the tentative agreement include agreement on a framework to address workplace violence and psychological health and safety in the workplace.

- [Read the full proposed terms of settlement](#)

## BCNU FOUND TO HAVE PUT NURSES AND PATIENTS AT RISK

The BC Labour Relations Board has ruled that workers and patients were put at risk by dangerous tactics used by BC Nurses' Union (BCNU) organizers in December. The BCNU organizers were attempting to convince registered psychiatric nurses to leave their union, Health Sciences Association of BC.

"When HSA worked with the Ministry of Health to bring together health care unions and employers earlier this month, it was with a view to preventing risks of violence to health care workers and their patients. It is frankly hard to understand how another union is now responsible for increasing the potential for harm, rather than working cooperatively with the rest of us to address the issues," Avery said.

- [Read more about the Labour Relations Board ruling on BCNU putting nurses and patients at risk](#)
- [Read more about HSA's summit on preventing violence in the health care system](#)

## PROFESSIONAL RESPONSIBILITY FORM FOR RPNS

The PRF is used to document a concern related to professional standards. Any issue relating to professional standards and practice are appropriate for the PRF process. Practice conditions, workload, patient safety and nurse safety all relate to professional standards. If some aspect of your workplace is preventing you from meeting your professional standards, then the PRF process is your tool for advocacy and resolution.

The first step any time you have an issue in your workplace is to talk to your steward and then have a

conversation with your excluded manager. If it helps follow the [PRF Checklist](#). Filling out a PRF will help you summarize the issue and the remedy, which will help you when you have these conversations.

- [Download the PRF](#)
- Download the PRF Checklist (coming soon)
- If you have questions about Professional Responsibilities Forms (PRFs), contact [info@hsabc.org](mailto:info@hsabc.org)

## **RPNS HELPED FOUND HSA TO PRESERVE THEIR DISTINCT PROFESSION**

When nine professions came together to form the Health Sciences Association forty years ago, Registered Psychiatric Nurses were among the union's founders.

The union's RPN founders joined HSA to preserve their distinct profession, and to ensure their expertise and workplace issues would not be submerged among those of other nurses. Over the years, HSA has successfully advocated on behalf of RPNs who faced barriers to job placement and career advancement -- all too often, because of discrimination from RNs, nurse managers, and direct pressure from BCNU policies to limit RPN positions.

RPNs like you have stuck with HSA for 40 years because it's the union that's always stood up for the specialized skills and training that sets RPNs apart.

# PROMOTING RPNS AND MENTAL HEALTH ISSUES

HSA actively promotes the important and unique work of registered psychiatric nurses in worksites around the province. Working through our vital affiliation with national unions, our partnership with professional associations or other labour unions, HSA is building the profile of RPNs and the mental health issues they treat.

## **RPN STEWARD TRAINING**

HSA's RPN stewards are provided with specialized training to ensure they understand the unique concerns of RPNs and the best ways the union can help you in the workplace. We are planning further sessions and to find out about upcoming RPN steward training, [visit the events page](#).

[RPN Summit on Violence in the Workplace](#) (September 10, 2015)

## **RESOURCES AND WEBSITES**

- UBC School of Nursing: [Nurses and Workplace Violence \(videos\)](#)
- [Association of Registered Psychiatric Nurses of BC](#)

## **STUDENT LOAN FORGIVENESS**

Are you a registered psychiatric nurse working in a rural or remote community? Check out your eligibility for student loan forgiveness.

[http://www.canlearn.ca/eng/loans\\_grants/repayment/help/forgiveness.shtml](http://www.canlearn.ca/eng/loans_grants/repayment/help/forgiveness.shtml)

## **INFORMATION FOR RETIRING NURSES**

HSA members represented by the Nurses' Bargaining Association negotiated the conversion of one percent (1%) of the 2008 market adjustment to provide funding for inflation protection and benefits for retirees.

- [More information about inflation protection and benefits](#)
- [Apply for inflation protection and benefits](#)

## HOW TO GET IN TOUCH

HSA is here to help members like you with a variety of questions and workplace issues. Here's how to get the support you need:

- Talk to your local steward -- [click here to find the steward for your worksite](#).
- Email us at [info@hsabc.org](mailto:info@hsabc.org)
  
- [Print](#)
- [PDF](#)

180 East Columbia  
New Westminster, BC V3L 0G7

Website  
[www.hsabc.org](http://www.hsabc.org)

Telephone 604-517-0994  
1-800-663-2017