



December 6, 2014

Dear HSA RPN,

I am writing to ensure you are aware of important information about your voice as a registered psychiatric nurse. The Union of Psychiatric Nurses has been taken over by the BC Nurses' Union, which means that your union, Health Sciences Association of BC (HSA), is now the only independent voice for RPNs at the bargaining table.

Last week, the BCNU applied to take over representation of RPNs at several workplaces. If affected, your chance to say which union best speaks for RPNs will be determined in the coming weeks by a secret ballot vote either at your worksite or by mail-in ballot in the coming days. Check the HSA website at [www.hsabc.org](http://www.hsabc.org) for details as they are finalized by the Labour Relations Board.

Here's why I encourage you to stick with HSA: In HSA, you pay the lowest union dues and receive exceptional services, including labour relations advocacy, a dedicated voice for RPNs at the bargaining table, and education opportunities.

For years, BCNU has worked to discredit the RPN profession. They have tried to eliminate your jobs, suppress your voice at the bargaining table, and argue that any nurse can fill a psychiatric position. They discount the specialized training and skills you have as an RPN.

In HSA, RPNs have a strong voice at the bargaining table. With two independent seats at the Nurses Bargaining Association bargaining table, HSA can speak for RPNs in a sea of RNs. We have only one agenda: to promote the collective agreement issues that matter to RPNs. HSA has been successful for more than 40 years in getting recognition for your specialized training, and is committed to continuing to speak out for violence prevention, and mental health promotion.

Last year, RPNs who are members of HSA rejected BCNU's approaches. RPNs voted to stick with a union that knows and speaks up for registered psychiatric nurses. We know RPNs are not "just another nurse," and the best way to ensure you have a voice and are recognized for the special nursing skills you have is to maintain your identity.

HSA is a union that represents RPNs and has been a strong voice for you. I urge you to remain with HSA – the union that will continue to speak for you. HSA is the union delivering modern health care, and we know that RPNs are essential to the modern health care team.

If you have any questions or concerns, please contact the HSA office at 1 800 663 2017, or, in the Lower Mainland, at 604 439 0994.

Thank you

A handwritten signature in black ink that reads 'Val Avery' in a cursive script.

Val Avery  
President  
**HEALTH SCIENCES ASSOCIATION OF BC**  
VA:pm