

# Are you a nurse? Do you know a nurse?

## Let's talk.

**Like all health care workers**, nurses in BC are dedicated advocates for quality patient care and strong public health care.

But did you know that the leadership of the BC Nurses' Union is putting all this at risk by raiding other health care unions?

That means the BCNU is targeting other unions and their members to try and bring them into the BCNU.

Raiding hurts health care and the people who depend on it.

Raiding undermines relationships between nurses and the other members of the health care team who work side by side to deliver high quality services.

And because BCNU is spending members' dues on these efforts, fewer resources are available to meet the specialized needs of its nursing membership.

**That's why nurses need to tell the BCNU to STOP raiding.**

Some nurses have already expressed concern about the raiding. Others have heard little or nothing about it. They may not realize how these attacks hurt health care, damage workplace relationships, undermine solidarity, and waste their union dues.

### WHAT IS RAIDING? WHAT'S THE IMPACT OF RAIDING?

- Raiding is when a union tries to increase its membership by targeting workers who are already in another union, instead of organizing workers who don't have one.
- Raiding is not supported by the Canadian Labour Congress because it destroys solidarity and weakens the labour movement.
- Unions charged with raiding face serious consequences, including being expelled from provincial and national labour federations and local labour councils.
- In 2010, BCNU was expelled from the BC Federation of Labour, the Canadian Labour Congress and local labour councils. And they are no longer welcome to participate in several important community organizations.
- They can't count on the support of other unions at critical points like during bargaining or job action.



## HOW LONG HAS BCNU BEEN RAIDING?

- The BCNU has been raiding other health care unions since 2009.

## HOW MUCH HAS THIS COST BCNU AND OTHER UNIONS?

- Raiding has wasted millions of dollars spent by BCNU and by unions who are defending their members from BCNU's raids.
- Union members would be better off if these resources were dedicated to organizing workers who don't have a union. Higher rates of unionization benefit all workers and strengthens our ability to bargain for better wages and working conditions.
- Raiding takes us in the wrong direction.



## WHAT'S AT STAKE?

- At a time when health care is under threat by privatization and underfunding, we need health care workers and community members to stand together for public health care. The BCNU's actions undermine our ability to speak with a united voice.
- The BCNU's raiding plays directly into the hands of the BC government. With health care workers and their unions divided, it's easier for the BC Liberals to succeed in cutting the health programs and staff that are critical to patient care.
- The solidarity of the labour movement and our ability to act together are fundamental to protecting workers' rights and public services.

## THERE IS A BETTER WAY.

For decades, health care unions worked closely together. Wherever there have been disagreements we have worked through them together, professionally and with respect.

All that changed when the BCNU leadership started its raiding campaigns.

It's time BCNU stopped raiding and respected the other unions in health care.

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## WHAT CAN YOU DO?

- Share this information with other nurses. Many nurses don't know that their union's activities are having a negative effect on health care and other health care workers.
- If you're a nurse, contact your BCNU steward and your BCNU leadership directly with your views. Tell them to stop raiding other unionized nurses and health care workers.
- Pledge your support for professionalism and respect with other health care workers at [knowanurse.ca](http://knowanurse.ca)

