

LPNABC response to NNPBC's Position Statement – posted September 28, 2018

Licensed Practical Nurses Association of BC was actively seeking to arrange meetings with NNPBC Board, LPN Council and Executive Director to discuss a private matter that is now public. It has now been made clear the newly formed NNPBC is not wanting to meet or work on an amicable plan to move forward or collaborate. This notice was served on their website and social media forums only.

LPNABC was a welcomed member of the BC Coalition of Nursing Association and an active participant representing LPNs since 2015. We shared the forward vision of working cohesively on health care matters until July 2018.

LPNABC representative attended the CNA Conference June 18 – 21, 2018 in Ottawa sitting alongside with all members of NNPBC presenting, the plenary “One Association” supporting the continued concept of Nurses working in harmony.

LPNABC would like to respond to key points to ensure transparency and clarity:

- **LPNABC Bylaws** – we signed the “Memorandum of Understanding” effective June 13, 2016. This agreement was the foundation to build together the new “NNPBC”.
 - In complete astonishment we were contacted on July 9th 2018 (while at work) a day before posting our EGM notice to vote on amalgamation, that the ARNBC legal team had just now reviewed our bylaws and found that conflicts that were of concern.
 - We were told that LPNABC was no longer allowed to amalgamate at this time, as the LPNABC Bylaws needed to be properly filed and registered and the board required re-election, as this led to a possible “legal loophole” that could be pursued by plaintiffs of active legal suits against ARNBC.
 - **LPNABC has NEVER had any legal matters**, law suits or other litigation filed against the organization since it was first registered under the Society Act and continues to have no litigation or legal threats.
 - The concern was with ARNBC and the perceived threat against NNPBC, we were asked to be understanding and not to pursue the vote to amalgamate at this time, which we agreed upon principle, until we rectified the identified matter.
 - We agreed to continue to hold the LPNABC EGM on July 26th 2018 to rectify the Bylaw issue for the purpose to continue to move forward with the MOU. Our understanding was upon confirmation that we have complied with the BC Society Act Registrar we then could proceed with amalgamation. This was completed and LPNABC has confirmation that we continue to be a viable Society.
 - The remaining majority of the LPNABC Board members all felt the importance to protect the governance of the LPNABC respecting the history and our sole purpose was to remove any legal issue that were “perceived threat” to the NNPBC.
 - LPNABC also held elections to fill two vacant board seats as two board members resigned and as per bylaws (2007) it was noted that the seats remain under their names until appointment (interim) and/or election. LPNABC posted the EGM agenda on July 10th with the call out for nominations for the positions and elections to be held.

- LPNABC is a 100% voluntary based organization and worked directly with representatives from Society Examiner on this matter.
- We were advised by the Ministry Senior Society Examiner that there is **NO** clause in the Society Act preventing any society to hold an AGM/EGM passing Bylaws and elections at the same time. The elections were in accordance with the process of the registered Bylaws (2007) until the newly passed Bylaws (2018) were filed and registered. This has been completed and we again remain in full compliance with the laws of the Society Act. **This has been confirmed in writing.**
- **LPNABC Directors** – we were asked on July 10th (a day before the NNPBC board meeting) to decide to dissolve LPNABC and appoint each board member individually. This required a board decision and as stated the majority of the LPNABC upheld their fiduciary responsibility to hold the EGM to honour the legacy of LPNABC. It was agreed that it would be a disservice to all the prior LPNABC board members and members that supported their professional association since 1951 if we did not fix the problem now that we were made aware. This was the only decision that was ethically appropriate and asked for understanding.
- **LPN Councillor positions** – the original structure was designed for the current board of the LPNABC to assume positions once amalgamation vote was accepted. It is unclear now how the current LPN Councillors were elected, as there was no election call out. The process of appointment is not reflected in the NNPBC Bylaws or LPN Council Terms of Reference. We reflect on the assumption of the ARNBC example appointing all of the board members to the RN Council.
- LPN Councillors ***are not members*** of the LPNABC Board.

LPNABC continues to be a “stand alone” organization that is highly respected for their work on regulations, policies, research and representation for LPNs for the past 67 years.

LPNABC has reached out to government, unions and other organizations stating we will continue to do our work alongside of the newly formed NNPBC. We hope the threat of litigation towards NNPBC subsides and the high level of caution in protecting the newly formed entity dissolves. LPNABC is not a threat to any entity and will continue to strongly advocate for Licensed Practical Nurses in BC, alongside of the NNPBC LPN Council at both the provincial and national levels.

LPNABC is a voluntary membership, we removed fee structure to allow LPNs the point to sign up without concerns of payment, donations are accepted and tax deductible as we are a non-profit organization that is registered.

Some of the key issues we are working on behalf of LPNs:

- Professional Liability Protection Plan – to have a better plan that is affordable and offers legal representation for LPNs at the point of disciplinary action.
- CNA certification – we are participants in the development of the first LPN Gerontology Certification.
- Research for Assisted Living

LPNABC will continue to support LPNs in BC as we believe there is a great need for a strong representation to move LPN Professional Practice forward. Thank you for your understanding and support. If you have any questions, comments or feedback please go to our website @ [LPNABC](#)

For further information contact LPNABC Board @ info@lpnabc.ca