

# RPN Voice

Watch for Regional Meetings addressing  
**Workplace Violence**



CAROL MCDOWELL RPN: SEIU's first elected RPN Division Vice-President

## SEIU Local 1.on CONVENTION 2007

### RPN Testimonials

#### "I was overwhelmed"

SEIU has given a voice to RPNs and demonstrated how important we are to our union. I was so happy to see how our issues matter to SEIU. Local 1.on has really shown how it cares.

**Kellee Hitchcock RPN,**  
Cambridge Memorial Hospital



#### "That meant a lot"

You could see at the convention that RPNs had earned a special identity and respect. When the RPN Constitution was enshrined in the Local 1.on Constitution, it was adopted by all delegates from all sectors – the entire delegation! That meant a lot.

**Claudette Drapeau RPN,**  
Bluewater Health Centre



#### "Power as a profession"

Not only was the convention a great opportunity to network with other RPNs from across the province, SEIU has also given us a voice and our own autonomy. Now we can begin to create new opportunities for RPNs and it gives us more power as a profession.

**Pauline Gilbert RPN**  
Muskoka Algonquin Health Care



**SEIU IS BUILDING  
STRENGTH  
IN OUR PROFESSION**



Volume 1, No. 3  
Dec. 2007  
Published by:  
Service Employees  
International  
Union, Local 1.on,  
RPN Division

## Facing Workplace Violence

All issues of workplace health and safety receive SEIU's utmost attention. For health care workers especially, workplace violence issues must be raised to the top of the government's agenda.

SEIU Local 1.on has initiated a campaign against workplace violence in our nursing home sector, where violence is more prevalent than anywhere else in health care.

In Oct. 2007 CBC TV's Marketplace aired "Beaten Down: Fear and Violence In Canada's Nursing Homes."

**"For health care workers especially, workplace violence issues must be raised to the top of the government's agenda."**

The program says nursing homes have become a dumping ground for people who are mentally unstable.

Local 1.on has distributed a violence survey for nursing home RPNs, and RPNs

are now compiling and reporting all incidents of violence to the union.

Together, SEIU and the Ontario NDP are working toward legal protection for workers against workplace harassment, con'd p.2: Health

### Nursing Home Central Bargaining

## Dec. 19: first Joint Provincial RPN Committee meeting set

The first joint committee meeting has been scheduled for Dec. 19.

The agenda will emphasize the data collected from the Local 1.on RPN nursing home surveys.

The members of the new provincial joint committee consist of RPN Division representatives and nursing home owner/operators who are in central bargaining.

### Hospital Central Bargaining

## SEIU made strong case for RPN wage adjustment

Fueled by its strength in numbers and its desire to achieve a standard rate for its RPNs across the province, SEIU was the only union in Ontario to pursue a special adjustment at arbitration this past August. In light of the evidence gathered by the Union, SEIU advanced strong arguments in support of its position. The award is pending.

# RPN Division seeks candidates for CNO elections

## Call for Nominations for outstanding RPNs

The RPN Division made a call for candidates for College of Nurses of Ontario elections in 2008.

CNO positions for election are:

**Eastern District** - Counties of Stormont, Dundas and Glengarry,

Prescott and Russell, Renfrew and Ottawa-Carlton (1 RPN Council, 2 RPN Committee)

**Northeastern District** - Districts of Algoma, Cochrane, Manitoulin, Parry Sound, Nipissing, Sudbury, Timiskaming and Muskoka (1 RPN Council, 1 RPN Committee)

**Northwestern District** - Rainy

River, Thunder Bay and Kenora (1 RPN Council, 1 RPN Committee)

**Submit nominations by Jan.4, 08.**

The Division will support election campaigns, including producing campaign materials. Election materials must be completed by Feb.1, 08.

## “Health care workers must become proactive to help eradicate workplace violence” - Carol McDowell, Vice-President, RPN Division

con'd from p.1 violence and psychological abuse.

On Dec. 5, 2007, SEIU Local 1.on's Secretary-Treasurer Cathy Carroll attended a Queen's Park press conference where the NDP announced it would introduce private members' bills to amend the Occupational Health and Safety Act, the Employment Standards Act, and other legislation to protect health care workers and patients

**“Report violent behaviour whenever and wherever it occurs.”**

alike from acts of violence.

SEIU Local 1.on's RPN Division

wants to hear from all front line caregivers regarding any violent incidents in your workplace.

Health care workers have a right to return

home after work in the same good physical and mental condition as they left home in the morning.

The Ontario ministers of Health and Labour have a responsibility to

make all our health care facilities, home care and paramedic services free from harassment, violence and abuse.

Carol McDowell, Vice-President, RPN Division, says, “Health care workers must become proactive to help eradicate workplace violence. Just because we are on the front line as care providers does not mean we must tolerate kicks, slaps, swearing or bullying. We must report violent behaviour whenever and wherever it occurs.”

## RPN Committee Members - SEIU Local 1.on RPN Division

### RPN Division, V-P

**Carol McDowell**  
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RPN DIVISION

MISSION: To enhance, promote and protect the role of the Registered Practical Nurse in all practice settings.

VISION: We envision a workplace free of professional discrimination, where RPNs are fully utilized, valued and adequately compensated for their knowledge, skill, judgment and their vital contribution to health care.

**SEIU Local 1.on - 1-866-267-SEIU**

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