



FACT SHEET

Understanding the difference between CLPNBC/LPNABC/Union – September 2004

COLLEGE/REGULATORY BODY	PROFESSIONAL ASSOCIATION	UNION / LABOUR RELATIONS
<p>The Purpose of a college or regulatory body is to protect the public by regulating the profession. This includes setting Standards of Practice and disciplining members who do not uphold them. To be accountable to the public, a college:</p> <ul style="list-style-type: none"> • has public members on its board and committees. • sets entrance and practice standards. • upholds standards of practice and code of ethics. • creates and runs programs to ensure professional competency. • disciplines members who do not meet the standards. 	<p>A professional association promotes and advocates the interests of the members of the profession. To meet the needs of its members, an association:</p> <ul style="list-style-type: none"> • has a membership and executive committee comprised of LPN's. • represents the nursing profession to government, employers, and other agencies. • works with other health care organizations. • develops social programs for its members. • promotes research and studies in LPN practice. 	<p>A union aims to improve the social and economic welfare of its members. Its prime responsibility is to act as the bargaining agent on behalf of their members. A Union:</p> <ul style="list-style-type: none"> • has an executive comprised of elected members. • negotiates collective agreements particularly for improvements in salaries, hours of work, benefits, and working conditions. • handles and arbitrates grievances. • helps members with problems arising at work that are related to work place issues. • ensures that it represents all of the employees under its authority fairly.