

# LPN Scope of Practice Proposed Letter of Understanding

The employers support the optimal utilization of LPNs' professional skills. The employers are unable to agree to the unions' demands related to scope of practice and changing RN positions to LPN positions for the following reasons:

- Management requires the ability to determine the most appropriate care providers in a variety of circumstances. Employers value the contributions and require all health care employees in delivering optimal patient care.
- The unions' proposal would be in conflict with agreements of other bargaining units.

## Management Proposal

### New LOU:

A Letter of Understanding is proposed to CUPE, SEIU and SGEU.

