



Understanding the Difference: Regulator and Union

The Health Professions Act (HPA) requires a clear separation between the responsibility of the profession's regulatory functions that protect the public and those related to salary negotiations, economic and social standing of members of the profession.

CLPNA

As the regulatory college of Licensed Practical Nurses (LPNs) in Alberta, with authority under the Health Professions Act, the CLPNA exists to protect the public through the following regulatory functions:

- Sets education, registration and annual renewal requirements
- Sets and enforces practice, conduct, and ethical standards for delivery of professional services
- Ensures compliance with healthcare legislation and regulations
- Sets continuing competence requirements
- Investigates concerns regarding questionable conduct of an LPN
- Maintains a public database identifying the Registration status (Active, Provisional, Suspended or Canceled) of LPNs in the province of Alberta
- Provides information about the practice of the LPN profession, expected professional standards, and guidelines that support public safety



UNION

A union is an organized body that establishes a bargaining relationship with intent to promote collaborative labour relations between employees and employers and includes:

- Negotiates conditions of employment such as wages, benefits, conditions of work and job security
- Processes contractual grievances
- Assists employees with labor issues
- Ensures fair representation of employees
- Promotes and protects health and safety of employees
- Provides access to opportunities for professional development

For more information LPNs can access the collective bargaining agreement that governs their workplace setting. In non-union organizations these factors are managed directly between the employer and employee.