

SUN

OPERATIONS REPORT

SASKATCHEWAN UNION OF NURSES | JULY 2020

Year in Review

April 2019 to March 2020

COVID-19

Protecting our members, our staff and the public is SUN's priority during the novel coronavirus pandemic.

To flatten the curve at the onset of the virus in Saskatchewan, SUN made the difficult decision to postpone (and later cancel) the 2020 Annual Meeting. We moved our staff to work remotely and re-focused the Union on providing COVID-19-specific assistance to members.

Through a temporary Letter of Understanding signed by SUN, the Saskatchewan Health Authority (SHA) and other healthcare unions in April, SUN has helped slow the spread of COVID-19 in our province. The LOU allows for dynamic and flexible care to be provided during the pandemic, while also enabling SUN to protect members' rights. The duration of the letter is tied to the provincial state of emergency that was first declared in March, and its implications and applications are constantly monitored by SUN.

SUN's President Tracy Zambory is a public advocate for better protection for healthcare workers, more transparency from the SHA and the Government of Saskatchewan, and works as part of SUN's leadership team to address the same issues behind closed doors.

Our engagement with our membership is also a priority. SUN has hosted several virtual meetings and question-and-answer sessions for membership and continues to communicate as new issues and challenges develop. SUN is committed to being open and transparent with our membership and is quick to share details of both successes and shortcomings in our dealings with the SHA and the government.

In May, the SHA began to resume regular health services across the province in a phased approach. SUN is in frequent communication with the SHA as these services are rolled out, ensuring our members and their rights defined in the collective bargaining agreements are protected, while being mindful of the temporary LOU and its provisions.

In June, SUN resumed our regular labour relations and practice supports, while following the provincial public health orders. Our support for members on the frontline of COVID-19 continues, but SUN is also prepared to handle the regular day-to-day business of the Union. Meetings are being conducted virtually to protect the wellbeing of everyone involved.

SUN continues to be vigilant and monitor developments of the pandemic, while supporting members during this uncertain time. Saskatchewan's fight against COVID-19 is far from over, but SUN's commitment to our province's healthcare, the safety of our patients and the wellbeing of our members is unwavering.



File photos: SUN 2019 Annual Meeting in Saskatoon.

**Thank you to everyone who allowed their name to stand
for nomination in the SUN 2020 Election.**

Congratulations!

First Vice-President: Denise Dick, RN, Local 68

Region 2 Representative: Darcy McIntyre, RPN, Local 259

Region 4 Representative: Maureen Arseneau, RN, Local 68

Region 6 Representative: Lynne Eikel, RN, Local 141

Regina Base Hospitals Representative: Christine Schaeffer, RN, Local 106

Saskatoon Base Hospitals Representative: Lori Powell, RN, Local 75

Being on the Board of Directors is an exciting opportunity to guide the direction of the Union and have a positive impact on registered nurses across Saskatchewan.

Thank you to everyone who ran for a position.

Speaking Out

Speaking out for our members, our profession, and for healthy communities and health care in our province is at the heart of who we are as a Union and as registered nurses. Rated consistently as one of the most trusted health care professionals, registered nurses are frequently looked to for answers — a lofty responsibility SUN, as the Union representing more than 10,000 of Saskatchewan's Registered Nurses (RN), Registered Psychiatric Nurses (RPN) and Nurse Practitioners (NP), takes seriously.

Having members in every corner of Saskatchewan means we're well aware of healthcare challenges and solutions, both for registered nurses and the public we serve. In 2019, SUN continued with our commitment to leverage this widespread knowledge of the system and the expertise of our membership to positively shape healthcare transformation and the overall wellbeing of communities across Saskatchewan.

We recognize that when we speak out for registered nursing, we are protecting the invaluable and unique roles our patients rely on. We also know that when we speak out on system challenges or on behalf of those in society who cannot speak for themselves, we are helping to create a better, healthier present and future for everyone in our province.

The relationships between SUN and its membership is symbiotic. As a Union, SUN creates a community where members can learn from each other, empower one another and feel protected in their workplaces, while together, SUN's more than 10,000 members forge a collective force that is one of the most influential voices in health. This two-way relationship is the foundation of SUN's respected position in the province.

In 2019, we enhanced educational opportunities for members, creating more opportunities to be empowered and supported in their workplaces and connected to both each other and their Union. This is an ongoing priority for SUN, because a Union is nothing without the commitment and action of its individual members. It is members who give their Union life, and it is through education that we build the confidence and collective strength to act — empowerment through education is at the core of solidarity.

We also expanded our external partnerships in 2019, with the goal of unifying communities around pressing health care and social challenges. This focus on building stronger stakeholder relationships helps SUN be a leading voice in the fight to overcome the growing mental health and addictions crisis gripping the province.

Whether through speaking out in the media or advocating for change with government and the Saskatchewan Health Authority, SUN dedicatedly



worked to elevate our membership's concerns and priorities to the forefront of public discourse this past year. Violence against frontline health workers, the need for a national pharmacare plan, registered nurse staffing and facility overcapacity woes were just some of the major issues SUN highlighted throughout 2019.

Looking back on a year gone by is always a worthy exercise in self-reflection. It's the foundation for what lies ahead for SUN — an opportunity to build on what we have started and a chance to recommit our energies to unresolved challenges. 2019 was a year of many ups and downs, but one thing is certain: SUN is unwavering in our promise to remain a vocal and consistent advocate for registered nursing, health care and health in Saskatchewan.

In solidarity,

Tracy Zambory, RN
President

Saskatchewan Union of Nurses

LEADERSHIP

Speaking out for healthy communities



SUN President Tracy Zambory (left) joins (left to right) Dr. Sarah Liskowich, Andrew Nordal and Regina Chief of Police Evan Bray during the 2019 Health Innovation Summit. This panel offered an open and honest conversation on the mental health and addictions crisis in Saskatchewan, sharing the perspectives of healthcare, law enforcement and a former addict.

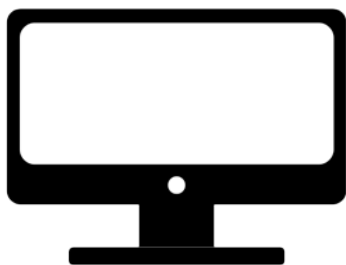
Leadership in health is about giving a voice to those who cannot speak for themselves. It's about uniting communities around solving issues that have the potential to impact all of us.

2019 Health Innovation Summit: Mental Health and Addictions – Addressing a Crisis

When it comes to addictions, we are in a crisis. In 2018, opioids killed 4,588 Canadians — that's one every two hours. In 2016, 11% of Saskatchewan opioid deaths involved fentanyl. In 2018, the deaths involving fentanyl jumped to a staggering 45% — the largest in Canada. Crystal methamphetamine use is also dramatically on the rise. In 2019, SUN members frequently raised concerns about emergency room overcrowding due to crystal methamphetamine use and overdoses. The link between untreated and undiagnosed mental illnesses and substance abuse disorders was the impetus behind SUN uniting community stakeholders from across Saskatchewan around finding solutions to addressing this crisis.



Former NHL superstar, best-selling author and survivor of trauma and addiction, Theo Fleury shared his powerful personal story as the Keynote Speaker of the 2019 Health Innovation Summit.



1.8 million
Making the Difference video
views online.

Making the Difference Campaign

In April of 2019, SUN released a four-part mini docuseries on the opioids and addictions crisis ravaging Saskatchewan communities. The series was produced in partnership with Regina Police Services, physicians, addictions counsellors and families who are impacted by the crisis.

The release of the documentaries coupled with an effective marketing strategy quickly catapulted SUN and registered nurses into a leadership role in the province's battle to overcome the crisis. As a result, SUN President, Tracy Zambory, has spoken about the crisis and its solutions to numerous stakeholder groups, including the Saskatchewan Teachers Federation, the Saskatchewan Human Rights Commission and the Canadian Society of Combined Laboratory and X-Ray Technologists.

ADVOCACY

Speaking out for registered nursing

SUN recognizes the knowledge and skills RNs, RPNs and NPs possess are not only critical to improved patient outcomes, they also inform the changes and solutions needed to benefit those in our care.

The POWER Conference

Every day registered nurses engage in public protection. Having a clear understanding of the professional standards, competencies and code of ethics governing our profession, as well as our rights under our collective agreement, is fundamental to safe patient care.

This was the goal of the first-ever “POWER Conference”, jointly delivered to registered nurses across Saskatchewan by SUN, SRNA and RPNAS in the fall of 2019.



SUN President Tracy Zambory (right) emcees at Saskatoon’s Power Conference while executive directors (left to right) Donna Trainor of SUN, Beverly Balaski of RPNAS and Cindy Smith of SRNA look on.



Conference attendees take in the Saskatoon event.



2/3
nurses have experienced physical violence at work.

Ending Violence in Health Care

With both physical and verbal violence on the rise in the health care sector, SUN joined the Canadian Federation of Nurses Unions (CFNU) and nursing unions from across Canada in calling for changes that would protect all frontline workers.

SUN’s March 2019 “Membership Issues Survey” found that more than two-thirds (68.5%) of registered nurses have experienced physical violence in their workplace and almost all (90.7%) have experienced verbal abuse.

The rate of violence is highest in mental health and long-term care, where over 85 per cent of registered nurses reported experiencing violence.

ADVOCACY

Speaking out for patients



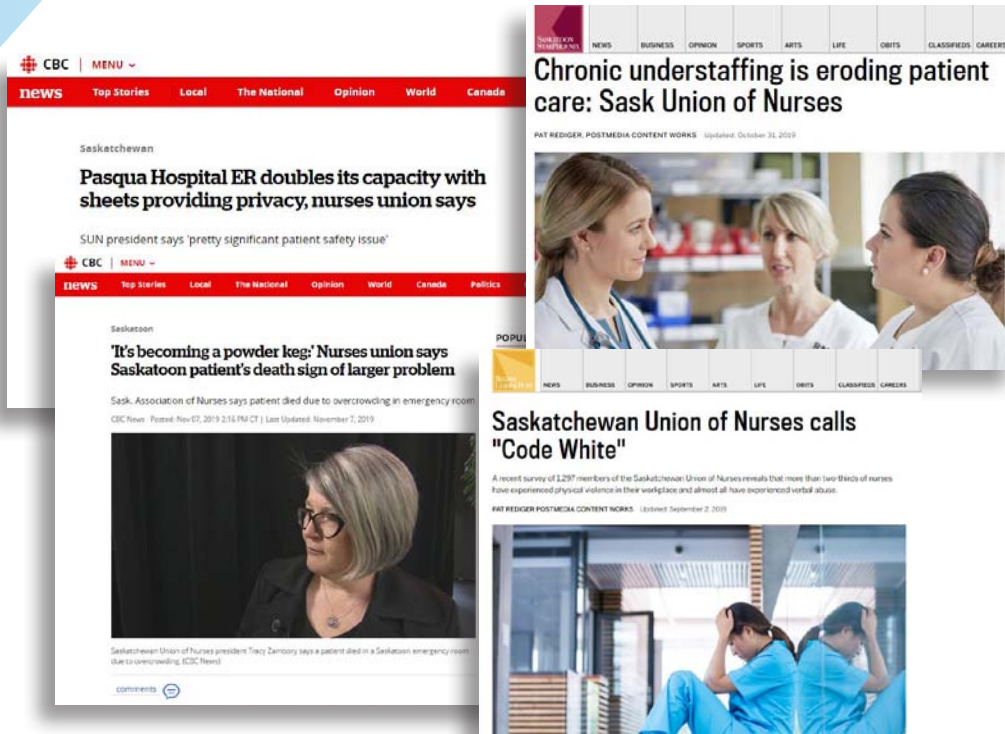
4 of 5
SUN members know of a situation where short staffing put a patient at risk.

4 of 10
say these risks happen frequently.

Advocating for a health system that can meet the needs of Saskatchewan patients and families, while creating a safe practice environment for our members is an ongoing responsibility SUN prioritizes.

Safe staffing and overcrowding

According to SUN's March 2019 "Member Issues Survey", more than four in five of the 1,279 registered nurse respondents know of a time when patients were at risk due to short staffing, with four in ten of these reporting this risk occurs frequently. Elevating this issue to the public consciousness is a top priority for SUN.



SUN was very vocal in the media about violence against nurses, along with the dangers of understaffing.

Left to right: Headlines from CBC Saskatchewan, Saskatoon StarPhoenix and Regina Leader-Post.

Work Situation Reports (WSR) – advocacy through consistent reporting

With the launch of a new online WSR form, the Nursing Advisory Committee (NAC) process was further streamlined, improving the efficiency of how nurses and managers can jointly track and monitor professional practice and patient safety concerns.

WSRs paint a picture of the biggest red-flag issues impacting patient care in the system and guide SUN's public and stakeholder advocacy work on behalf of our members.



54%
of 2019 WSRs cited
"Too many patients" and
"Inability to monitor/observe/check"
as the top workplace issues.

SOLIDARITY

Speaking out for healthy communities and registered nursing

Whether it was donating to those in need, equipping SUN's elected leaders with tools to better support members in their workplaces, or working to resolve registered nurse concerns through collective bargaining, SUN continued to focus on its commitment to healthy members and healthy communities.

A strong collective agreement protects nursing and patients

While collective bargaining is critical to ensuring member rights are upheld, work environments are safe and fair wages and benefits are maintained, it is also an essential tool for protecting the registered nursing profession and improving safe patient care. As a union representing registered nurses, SUN takes a clinical, methodical and evidence-based approach to our work. The same applies to negotiations.

Member priorities relating to enhancing quality nursing practice and safe patient care remained a central focus for SUN at the bargaining table throughout this past year.

However, in November 2019, after extensive review of SAHO's conduct, in concert with our legal counsel, SUN's negotiations committee determined there had not been bargaining in good faith and made the difficult decision to file an Unfair Labour Practice Application. A hearing at the Saskatchewan Labour Relations Board has been scheduled for the week of May 11, 2020.

BARGAINING PRIORITIES

The bargaining priorities of the SUN Negotiations Committee are:

- Maintaining competitive wages and benefits.
- Finding solutions to healthcare delivery challenges within the provincial health authority.
- Protecting our bargaining unit work.
- Finding solutions for safe staffing levels.

The Addictions Crisis is Here.



ON THE FRONTLINES



MAKING THE **DIFFERENCE**.CA/ADDICTIONS

SOLIDARITY

Speaking out for healthy communities and registered nursing



70

members attended NAC chair workshops in 2019, representing

25% of SUN Locals.

Empowerment through education

The foundation of solidarity is rooted in education. In 2019, SUN continued the Leadership Education Series, which was launched to provide Local Presidents and NAC Chairs with the resources they need to help members address their workplace concerns. A second workshop for Local Presidents was held in November 2019.

In February 2019, SUN Provincial rolled out a brand-new tool kit and workshop designed for Local NAC Chairs to support them within their Local role and in May 2019, a tool kit and workshop were introduced to members working as OH&S representatives.



SUN Executive Council member Laurelle Pachal (right) joins SUN members and other healthcare providers at a community barbecue promoting mental health and addictions awareness.



SUN is proud to support Canadian Roots Exchange and the organization's work with Indigenous youth.

When all of us are healthy, society prospers

Whether it was supporting organizations combatting hunger, homelessness, addictions, childhood diabetes or HIV, or helping those who support victims of sexual assault, future registered nurses or Indigenous youth striving to shape the future of truth and reconciliation in Canada, SUN remained committed to building healthier communities across Saskatchewan this past year.

Constitution, Bylaws and Resolutions Committee Report

The Constitution, Bylaws and Resolutions Committee meets four times a year including the Annual Meeting. The Committee is comprised of four members from the general membership and one board representative: Rachel Hyatt-Hiebert, RN (Local 69), Candace Lahoda, RN (Local 75), Mandi Senger, RN (Local 75), and Valerie Georget, RN (Local 75). The committee is tasked with initiating, receiving and preparing constitutional and bylaw amendments and resolutions for presentation to the general meeting. A review of our orientation package for the Annual Meeting was completed. The committee thanks the membership for the opportunity to serve the union in this way. We would also like to extend a special thank you to Nina Johnson for her exceptional expertise and support, as well as Carmen Powers for her administrative assistance.

Rachel Hyatt-Hiebert, RN, Chair

Finance Committee

Your Finance Committee consists of, Denise Dick, RN – First Vice-President, Tracy Zambory, RN – President, Angela Felskie, RN (Local 29) and Cathy Makelki, RN (Local 268); ex-officio members are Executive Director Donna Trainor, RN and SUN's Accountant Lorna Bingaman.

The Finance Committee's role includes making recommendations regarding financial implications of policy and administrative decisions to the Board; the review and recommendation of annual budget for submission to the Board; and overseeing expenditures, revenues and investment portfolios.

In order to carry out these duties, the Committee met two times in 2019-2020:

- October 3, 2019: Met with a representative from RBC Dominion Securities to review SUN's investment portfolio and ensure SUN's investment policy remains relevant. In addition, the Committee reviewed the presentation of proposed 2020 budget and recommended approval to the Board of Directors.
- March 5, 2020: Reviewed the Audited Financial Statements in detail with the Auditor; recommended acceptance of the respective statements to the Board of Directors.

The 2020 Budget was approved by the Board of Directors on October 8, 2019, with assumptions based on 8,700 members.

To ensure accountability, as well as ensure SUN continues to follow best practices and sound accounting principles, SUN's financial statements are reviewed on an annual basis by an independent auditor. MNP LLLC conducted an audit of SUN's financial records in February 2020; the audited statements can be found starting on page 12 of this publication.

Denise Dick, RN, Chair

Nominations Committee

The Nominations Committee meets three times a year and coordinates the SUN Provincial Elections prior to the Annual Meeting.

This year there was a large number of positions up for election:

- First Vice-President
- Regional Representatives 2, 4, 6
- Base Hospitals in Regina and Saskatoon

We appreciate the members who let their name stand for the elected positions. If you have questions, please contact the SUN Regina office for our contact information.

On behalf of Gail Kizlyk, RN (Local 75), Shannon Mychan, RN (Local 62), thank you SUN Membership.

Garth Wright, RN, Chair, Local 276

Program Committee

The Program Committee is tasked with researching community program(s) for the annual Community Support Project as determined by the Board of Directors. The committee is also tasked with encouraging SUN District Councils and Locals to consider involvement in community programs. The Community Support Project is selected based on alignment with the goals of SUN's mission, vision and values, and has a strong component of the social determinants of health.

The committee meets three times per year. Their work at those committee meetings involves developing communication with Locals and SUN District Councils to encourage their engagement in volunteerism to support the Provincial Community Project. The committee also undertakes a committee project to support the Provincial Community Project. The committee determines and organizes an Annual Meeting activity to support the Provincial Community Project.

The committee will be working with the Community Support Project — Food Banks of Saskatchewan and looks forward to providing information to the members regarding activity to support the Food Banks.

The Program Committee consists of Tracy Bergen, RN (Local 75), Bonnie Nelson, RN (Local 68), Alanna Franey, RN (Local 75), Sonja Stadnek, RN (Local 16), Fred Entz, RN (Local 75), and Board Liaison Lynne Eikel, RN.

Fred Entz, RN, Chair

2019/20 Provincial Negotiations Committee

Your Negotiations Committee began bargaining on Sept. 7, 2018, with the hope of quickly and collaboratively reaching a tentative agreement. However, the bargaining process has drawn out well over a year, defined by disappointment, confusion and lack of context to be making decisions.

In June 2019, SAHO and the Employer Representatives announced their wish to move away from the ground rules established at the onset of bargaining. SUN refused, but the attempted change resulted in a postponement of bargaining. In October 2019, SAHO and the Employer Representatives tabled a third package, and in November 2019, your Negotiations Committee met with legal counsel and determined there had not been bargaining in good faith. An Unfair Labour Practice Application was filed.

A hearing before the Labour Relations Board was scheduled for the week of May 11, 2020, but was canceled due to COVID-19. New dates have been set for December 7-15, 2020.

Through everything, your Negotiations Committee remains prepared, eager for a productive resolution, and committed to the priorities of SUN members. We are determined to support safe, high-quality professional practice for our members, and high-quality care for Saskatchewan patients.

Your Negotiations Committee is comprised of 12 SUN members

representing various sectors of SUN's membership, and includes:

- Tracy Zambory, RN
President
- Mark Henderson, RN
Second Vice-President
and Committee Chair
- Aubrey Tollefson, RN
Local 146 – Integrated Facilities
Representative
- Candice Bellegarde, RPN
Local 266 – Mental Health
Representative
- Jan Dziadyk, RN
Local 75 – Saskatoon Base
Hospitals Representative
- Leah Puetz, RN
Local 62 – Regional Hospitals
Representative
- Lenore McMillan, RN
Local 220 – Home Care
Representative
- Pam Todd, RN
Local 105 – Regina Base Hospitals
Representative
- Donna Trainor, RN
Executive Director
- Amber Alecxe, PhD(c)
Director, Government Relations
- Donna Ottenson
Employment Relations Officer
- Colin Hein, RN BSN
Executive Administrative
Coordinator – Professional Practice
- Aidan Conway
Research and Policy Analyst Officer
- Touly Katsiris
Office Assistant

Mark Henderson, RN, Chair

Saskatchewan Union of Nurses

December 31, 2019

Management's Responsibility

To the Members of Saskatchewan Union of Nurses:

Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

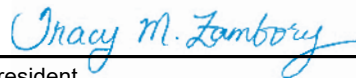
The Board of Directors and Finance Committee are composed entirely of Directors who are neither management nor employees of the Saskatchewan Union of Nurses ("SUN"). The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Finance Committee has the responsibility of meeting with management and the external auditors to discuss the internal controls over the financial reporting process, auditing matters and financial reporting issues. The Committee is also responsible for recommending the appointment of SUN's external auditors.

MNP LLP is appointed by the members to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and may meet periodically and separately with, both the Committee and management to discuss their audit findings.

March 10, 2020



Executive Director



President

Independent Auditor's Report

To the Members of Saskatchewan Union of Nurses:

Opinion

We have audited the financial statements of Saskatchewan Union of Nurses (the "SUN") which comprise the statement of financial position as at December 31, 2019, and the statements of operations, changes in net assets and cash flows, for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Saskatchewan Union of Nurses as at December 31, 2019, and its financial performance, changes in net assets and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the SUN in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Unaudited Budget

The budget information presented on the statement of operations is not required as part of the financial statements. The budget is unaudited and presented for informational purposes only.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the SUN's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the SUN or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the SUN's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, and for the purpose of expressing an opinion on the effectiveness of the SUN's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the SUN to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Regina, Saskatchewan

March 10, 2020

MNP **LLP**

Chartered Professional Accountants

MNP

Saskatchewan Union of Nurses
Statement of Financial Position
As at December 31, 2019

	2019	2018
Assets		
Current		
Cash	2,049,276	1,187,276
Marketable securities (Note 3)	2,865,201	14,123,275
Accounts receivable	962,938	930,383
Prepaid expenses and deposits	119,146	143,554
Inventory	51,844	74,058
	6,048,405	16,458,546
Investments (Note 4)	13,202,650	1,627,776
Capital assets (Note 5)	1,302,269	1,390,245
	20,553,324	19,476,567
Liabilities		
Current		
Accounts payable and accruals	581,538	475,020
Employee accruals (Note 7)	676,880	755,882
	1,258,418	1,230,902
Net Assets		
Appropriated net assets (Note 9)	14,762,862	13,711,571
Available net assets	4,532,044	4,534,094
	19,294,906	18,245,665
	20,553,324	19,476,567

Approved on behalf of the Board


 Director


 Director

The accompanying notes are an integral part of these financial statements

Saskatchewan Union of Nurses Statement of Operations

For the year ended December 31, 2019

	2019 Budget (Note 11)	2019	2018
Revenue			
Member dues	11,596,104	12,169,397	11,929,313
Investment income	280,000	401,612	167,991
Unrealized (loss) gain on investments	-	(43,864)	96,758
Other revenue	86,985	104,971	107,340
Total revenue	11,963,089	12,632,116	12,301,402
Expenses			
Salaries and benefits - staff	6,374,501	5,245,466	5,229,711
Administration and occupancy (Note 12)	1,825,349	1,388,712	1,172,301
Salaries and benefits - members	1,431,068	1,228,850	1,174,064
Promotions and advertising	1,463,465	1,110,910	1,062,312
Professional fees	694,357	584,260	721,388
Travel	702,239	481,857	440,550
Meetings	475,723	451,499	355,137
Affiliations	381,688	417,823	396,547
Accommodation	518,918	241,578	252,259
Donations	168,750	170,750	121,250
Amortization	127,620	131,711	142,331
Grants	171,000	111,697	109,467
Condo expenses	47,052	17,762	24,841
Total expenses	14,381,730	11,582,875	11,202,158
Excess (deficiency) of revenue over expenses	(2,418,641)	1,049,241	1,099,244

The accompanying notes are an integral part of these financial statements

Saskatchewan Union of Nurses
Statement of Changes in Net Assets
For the year ended December 31, 2019

	<i>Appropriated net assets (Note 9)</i>	<i>Available net assets</i>	2019	2018
Net assets, beginning of year	13,711,571	4,534,094	18,245,665	17,146,421
Excess (deficiency) of revenue over expenses	(1,569,132)	2,618,373	1,049,241	1,099,244
Transfers from available net assets	2,620,423	(2,620,423)	-	-
Net assets, end of year	14,762,862	4,532,044	19,294,906	18,245,665

Saskatchewan Union of Nurses
Statement of Cash Flows
For the year ended December 31, 2019

	2019	2018
Cash provided by (used for) the following activities		
Operating		
Cash received from members	12,245,293	11,993,561
Operating expenses paid	(4,823,710)	(4,952,221)
Cash paid for salaries and benefits	(6,556,798)	(6,580,603)
Cash received for interest	40,948	22,798
	905,733	483,535
Investing		
Purchase of capital assets	(43,983)	(54,471)
Proceeds on disposal of capital assets	250	1,126
	(43,733)	(53,345)
Increase in cash resources	862,000	430,190
Cash resources, beginning of year	1,187,276	757,086
Cash resources, end of year	2,049,276	1,187,276

The accompanying notes are an integral part of these financial statements

1. Incorporation and nature of the organization

Saskatchewan Union of Nurses (“SUN”) is registered under the Trade Unions Act of Canada. The Organization’s primary purpose is to play an advocacy role to protect the rights of members, individually and collectively, and to enhance the socio-economic and general welfare of members through collective bargaining, research and education.

SUN is exempt from income taxes under Section 149 of the Income Tax Act, Canada.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations as issued by the Accounting Standards Board in Canada using the following significant accounting policies:

Marketable securities and investments

Marketable securities and investments are recorded at fair value. Changes in market value are reported in the statement of operations as unrealized investment gains (losses).

Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives. Amortization on leasehold improvements is provided using the straight line method over the term of the lease. Computer software is amortized using the straight-line method over an estimated five year useful life.

	Rate
Buildings	4 %
Computer equipment	30 %
Computer software	5 years
Furniture and fixtures	20 %
Leasehold improvements	10 years
Land improvements	8 %
Incorporation costs	7 %

Revenue recognition

Member dues are recognized in operations in the period to which they apply and collectibility is reasonably assured.

Investment income and other revenue is recognized in operations when earned and in the period to which it relates. Other revenue relates to income earned on condominium rental, administrative fees and annual meeting. SUN Merchandise Sales are recorded as revenue at the point of sale.

Appropriation

Net assets are appropriated for specified purposes by policy of the Board of Directors. Appropriations are initially determined by an allocation of member dues and adjusted for related expenditures and transfers from (to) available net assets. The purpose of the appropriations is to set aside funds for expenditures anticipated in future years. The Board approves all transfers.

2. Significant accounting policies *(Continued from previous page)*

Fund accounting

SUN follows the deferral method of accounting for contributions and reports using fund accounting, and maintains 9 funds: The Operating Fund, Collective Bargaining Defense Fund, Campaign Fund, Legal Challenge Fund, Legal Assistance Fund, Member Education Fund, Capital Fund, Convention Fund and Saskatchewan Health Coalition Fund.

- The Operating Fund is used to account for all revenue and expenses related to general and ancillary operations of SUN.
- The Collective Bargaining Defense Fund is used to defend collective bargaining including providing strike and/or lock out pay, covering member and staff expenses associated with collective bargaining as well as strike or labour dispute averting or supporting campaigns and covering staff and legal expenses associated with running and settling a labour dispute.
- The Campaign Fund is used to reduce the financial burden on the budget while undertaking multi year campaigns.
- The Legal Challenge Fund is used to fund costs associated with legal and legislation challenges that have an impact on members.
- The Legal Assistance Fund is used to fund the legal assistance costs for members.
- The Membership Education Fund is used to fund members unbudgeted internal or external education opportunities.
- The Capital Fund is used to reduce the financial burden on the yearly budget to cover major capital expenditures.
- The Convention Fund is used to reduce the financial burden on the yearly budget to cover member attendance at various conventions.
- The Saskatchewan Health Coalition Fund is used to reduce the financial burden on the yearly budget to fund a multiyear commitment to the Saskatchewan Health Coalition.

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary.

SUN property and equipment have finite useful lives. Consequently, the amortization amount of these assets is allocated on a systematic basis over their useful lives. Judgement is therefore required on:

- The determination of the useful lives, as this is based on the management's estimates regarding the period over which the assets are expected to produce and;
- The determination of the amortization method.

Both the amortization period and method have an impact on the amortization expense that is recorded in each period.

Employee benefit accruals include estimates for vacation, overtime and retiring allowance that have been earned.

Accounts payable and accruals include an estimate for member leaves of absence. Member leaves of absence are based on the pay rates and the number of hours of leave for each of the members.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenue and expenses in the periods in which they become known.

2. Significant accounting policies *(Continued from previous page)*

Financial instruments

SUN recognizes its financial instruments when the SUN becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value.

At initial recognition, SUN irrevocably elected to subsequently measure cash, marketable securities and investments at fair value. SUN subsequently measures all other financial assets and liabilities at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess of revenue over expenses for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at amortized cost or cost.

Financial asset impairment:

SUN assesses impairment of all of its financial assets measured at cost or amortized cost. Management considers whether there has been a breach in contract, such as a default or delinquency in interest or principal payments in determining whether objective evidence of impairment exists. When there is an indication of impairment, SUN determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, SUN reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess of revenue over expenses.

SUN reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess (deficiency) of earnings in the year the reversal occurs.

Employee future benefits

The SUN has a defined benefit plan under which both the Organization and employees make contributions. SUN's obligations to the multiemployer plan is limited to the monthly required contributions.

3. Marketable securities

SUN has various short term marketable securities with interest rates between 2.12% to 2.96% (2018 - 1.25% to 2.60%) and maturity dates ranging between January 2020 to October 2020 (2018 - April 2019 to December 2019). Marketable securities, held by brokers, are comprised of the following:

	2019	2018
Cash account	96	761,766
Guaranteed investment certificates, investment savings account	2,865,105	13,361,509
	2,865,201	14,123,275

4. Investments

SUN has various long term investments with interest rates ranging between 2.06% to 3.02% (2018 - 2.15% to 3.02%) and maturity dates ranging between April 2021 to December 2021 (2018 - February 2020 to April 2021). Investments are recorded at fair value.

	2019	2018
Guaranteed investment certificates	13,202,650	1,627,776

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2019

5. Capital assets

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2019 Net book value</i>	<i>2018 Net book value</i>
Land	181,000	-	181,000	181,000
Buildings	1,588,173	713,945	874,228	910,654
Computer equipment	502,618	381,632	120,986	133,034
Computer software	188,072	112,843	75,229	112,843
Furniture and fixtures	274,461	232,102	42,359	42,617
Leasehold improvements	22,719	20,550	2,169	3,253
Land improvements	24,551	18,339	6,212	6,752
Incorporation costs	704	618	86	92
	2,782,298	1,480,029	1,302,269	1,390,245

6. Financial instruments

SUN, as part of its operations, carries a number of financial instruments. It is management's opinion that SUN is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Credit concentration

SUN's accounts receivable consist of member dues receivable, the majority of which are from government-related entities. Management believes that there is no unusual exposure associated with the collection of these receivables.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk.

Marketable securities and Investments consist primarily of commercial high-grade guaranteed investment certificates and an investment savings account. Accordingly the portfolio maximizes coverage under the Canadian Deposit Insurance Corporation and provides for a return that is low risk and of the most favourable interest rates.

Interest rate risk is mitigated due to the relatively short term nature of the marketable securities and investments.

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2019

7. Employee accruals

Accrued employee benefits consist of the following:

	2019	2018
Vacation pay	412,114	446,052
Overtime pay	58,520	59,061
Retiring allowances	202,485	249,841
Other	3,761	928
	676,880	755,882

The retiring allowance is available to employees having 15 years of service at SUN and whom are at least 55 years of age. Upon either retirement or resignation, each employee shall receive this pay which shall be in the amount of 5 days multiplied by the employee's daily pay rate multiplied by the employee's number of years of service at SUN.

8. Employee future benefits

Defined benefit plan

The SUN has a defined benefit plan under which both the Organization and employees make contributions. Saskatchewan Union of Nurse's contributions are 10% of the individuals annual salary and corresponding expense totalled \$175,270 in 2019 (2018 - \$137,197). SUN's obligations to the multiemployer plan is limited to the monthly required contributions.

9. Appropriated net assets

	Balance, beginning of year	Net income (expenses)	Transfers	Balance, end of year
Collective Bargaining Defense Fund	5,731,471	(382,550)	-	5,348,921
Campaign Fund	3,568,652	(766,632)	1,369,413	4,171,433
Legal Assistance Fund	250,000	-	-	250,000
Member Education Fund	250,000	(125,138)	125,138	250,000
Capital Fund	991,170	-	346,697	1,337,867
Legal Challenge Fund	1,600,000	(40,024)	440,024	2,000,000
Convention Fund	1,320,278	(254,788)	279,151	1,344,641
Saskatchewan Health Coalition Fund	-	-	60,000	60,000
	13,711,571	(1,569,132)	2,620,423	14,762,862

10. Commitments

SUN has entered into various lease agreements with estimated minimum annual payments as follows:

2020	201,338
2021	201,338
2022	61,277
2023	25,855
	489,808

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2019

11. Budget information

During the year, the Board approved its operating budget based on planned expenses and current year sources of revenue. The budget balances have been attached for information purposes only and are unaudited.

12. Administration and occupancy expenses

Administration and occupancy expenses are comprised of the following:

	2019	2018
Books and subscriptions	58,201	68,075
Contract services	409,095	225,990
Courier	17,179	13,490
Equipment rentals	153,586	110,324
Insurance	29,256	27,218
Miscellaneous	73,968	16,671
Office rent and utilities	219,811	210,966
Office supplies	63,806	62,629
Postage	56,153	33,375
Property taxes	31,751	29,534
Repairs and maintenance	171,457	267,388
Telephone	104,449	106,641
	1,388,712	1,172,301

13. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.



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