

# Together we rise, united we thrive.





Together we rise,  
united we thrive.

**From The President's Desk**



**WE GET TO WRITE OUR OWN STORY, AND  
LOOKING BACK ON THIS PAST YEAR, I  
CHOOSE TO DEFINE SUN'S STORY BY OUR  
SUCCESSSES, OUR RESILIENCE, AND,  
MOST IMPORTANTLY, OUR UNITY.**

SUN members stood united in 2024, and because of this, the story we write together for the year ahead and for the years to come is full of hope.

We will thrive again because registered nurses in Saskatchewan have decided to rise together and fight for this profession we love so dearly. We will thrive because there are no other options – our patients need us to, and they are why we keep showing up every day, even on the toughest ones.

For so many, the low points in a year can too easily grip and hold us back, but the exact opposite played out in 2024 for



SUN members. I saw renewed strength, born out of resilience amidst one of the most challenging periods registered nurses and health care have weathered in decades.

This past year may have begun and ended with struggle, but we find so many moments of inspiration and strength between the lines of this struggle. It is these high points and successes that will shape SUN's future.



**Resilience Through Struggle**

**SASKATCHEWAN CONTINUED TO GRAPPLE WITH WIDESPREAD REGISTERED NURSE SHORTAGES IMPACTING NEARLY EVERY AREA OF CARE.**

Rural Saskatchewan has been particularly hard-hit, leading the nation

with a 21 per cent drop since 2018, according to summer 2024 data released by the Canadian Institute for Health Information (CIHI).

The fallout has been profound for patients, communities and registered nurses alike.

Rural and urban service disruptions, emergency department overcrowding and hallway nursing, cancelled or delayed surgeries, and excessively long waits for care became the hallmarks of the worsening Saskatchewan patient experience.

SUN members worked unfathomable amounts of overtime, clocking over one million hours in 2024, up 16 per cent from the previous year and 20 per cent since 2022. This gap in hours is equivalent to approximately 556 Full Time Equivalent (FTE) registered nursing positions. With a population of just over 1.2 million and only 11,000 SUN members, these staggering amounts of overtime

continued to fuel burnout. They directly contributed to SUN members increasingly choosing to go casual, exacerbating the nursing crisis. Data supplied to SUN by the Saskatchewan Health Authority (SHA) showed that casual hours increased by over 12 per cent in 2024, equaling approximately 757 FTEs, up nearly 22 per cent since 2022.

Another indicator of worsening registered nurse shortages was the sharp rise in annual spending on travel nurses. The price tag for private agency nurses ballooned to \$83 million in the 2023-24 fiscal year, according to June 2024 data provided by SHA in response to a freedom of information request, a 50 per cent increase from the year prior.

Many would falter when faced with such adversity, but not SUN members, who instead chose to lead with resilience in 2024, demonstrating what it means to be a strong Union.



## Together, we rise to the challenge

WHETHER STANDING SHOULDER-TO-SHOULDER TO SUPPORT SAFE STAFFING OR SPEAKING OUT IN SUN CAMPAIGNS, SUN MEMBERS FOUND THEIR VOICES THIS PAST YEAR.

In October of 2024, hundreds of SUN members gathered on the steps of the legislative building in Regina, supported by doctors, teachers and the Saskatchewan public. The rally followed continued government inaction on the nursing and healthcare crises. It came at a time when larger center emergency departments were hitting record 300 percent capacity levels, and 86 per cent were reporting patient risk due to short staffing. This August 2024 survey of 1,569 SUN members also found that 60 per cent had considered leaving the profession in the 12 months prior.

Engaging the public through media, social media and paid advertising campaigns remained central to SUN's advocacy strategy. The public is often unaware of what's playing out in the health system until they seek care for themselves or their loved ones. Unfortunately, governments also seldom act unless they are compelled to by their constituents.

In 2024, SUN's campaigns tackled healthcare issues such as hallway nursing, emergency department overcrowding, and rural hospital service disruptions due to nursing shortages. We've also tapped into the nursing qualities people value most with the "Caring for the Ones You Love" campaign. Digital video content garnered over 2.3 million completed video views and drove over 300,000 website visits, playing a crucial role in public education and building empathy for the challenges registered nurses face every day.

SUN's unrelenting health advocacy also helped reshape the provincial political landscape.

The "Your Voice" social media campaign and the "Safe Staffing Gets My Vote" campaign created spaces for SUN members to share real-time frontline concerns with the public while asking them to make health care their voting priority. These campaigns had a significant influence on the fall 2024 provincial election.

The nursing crisis was thrust to the center of the debate, and a promise to establish a nursing task force was ingrained into both major political parties' campaign platforms. For the first time in nearly two decades, the outcome of the election also looked very different, in large part because SUN members elevated health care to the public conscience.

In the months following the election, SUN has remained focused on ensuring the newly formed government upholds its' election promise and November 2024 throne speech commitment to standing a nursing task force that includes all stakeholders and has the resources and authority to get things done. The formation of a task force continues to be a major focus for our Union.



## United We Thrive

**WE WILL THRIVE BECAUSE WE ALWAYS STAND TOGETHER. OUR SOLIDARITY IS AT THE CENTRE OF EVERYTHING SUN DOES.**

Our vision of "Healthy Union, Healthy Members, Healthy Communities" rests on the foundation of our unity as SUN members.

I'm so proud of the work we have done to reform our Union and better serve members. SUN's new local structure



represents an exciting and historic change that was driven by SUN members, for SUN members. Today, SUN is healthier than ever and a more responsive, equal, accessible, and supportive organization, ready for whatever the future holds.

Our collective agreements are the cornerstone of protecting members because healthy members mean healthy patients and communities. In November 2024, representatives from SUN, SHA and Saskatchewan Association of Health Organizations (SAHO) met to exchange bargaining proposals. SUN's focus is on improving registered nurse recruitment and retention by creating healthier, safer work environments through evidence-informed nurse-patient ratios, addressing violence, and modernizing compensation.

In 2024, SUN also achieved significant wins for patients, registered nurses and the system because of member action and because we have a strong, hard-earned collective agreement.

The Nursing Advisory Committee is a tool that helps address documented member concerns relating to evolving patient needs, excessive workloads, insufficient staffing, upholding professional standards and various other challenges. 2024 saw important wins for many workplaces across Saskatchewan, including improved baseline staffing, charge nurse assignments, relief lines, nurse practitioners, more support staff, and new Clinical Resource Nurses, Clinical Nurse Educators, & Clinical Coordinators.

If there's one thing I have learned from SUN members this past year, it's that registered nurses will never allow anyone to write our story.



## Inspiration and Hope

**THIS PAST YEAR, I WITNESSED A THOUGHTFUL GROUP OF HEALTH CARE AND NURSING LEADERS LISTENING TO EACH OTHER WITH OPEN MINDS, DEBATING WITH OPEN HEARTS, AND WORKING TOGETHER TO BUILD A COLLECTIVE VISION FOR SUN, HEALTH CARE, AND REGISTERED NURSES IN OUR PROVINCE.**

This unrivalled unity inspires hope every day.

Remember, SUN is 11,000 Registered Nurses, Registered Psychiatric Nurses, and Nurse Practitioners strong, and it is only us, together, who can and will write the next chapter in our story.

We will thrive because we will make it happen together.

Thank you for joining me on this journey.

**Tracy Zambory, RN**  
SUN PRESIDENT



# Committee Reports



## Constitution, Bylaws and Resolutions Committee

It's been a year of new beginnings for the Constitution, Bylaws and Resolutions Committee. At our 2024 Annual Meeting, Rachel Hyatt-Heibert, who has served as our Committee Chair for over a decade, was elected as a Provincial Board Member. As a committee, we can all attest to the fact that her diligence and thoughtfulness have always been a true asset to our Committee. We are fortunate to continue to have her expertise at our table as our new Board Liaison.

Following her election to the Board, I was elected as the new chair to the CB&R Committee. I have some big shoes to fill, or more fittingly, some on point blazers to rock, but I promise to continue the tradition of working earnestly to ensure members voices are heard through our work on the Constitution, Bylaws and Resolutions Committee. The CB&R Committee is currently comprised of myself, Candace Lahoda (Chair), Mandi Senger, and Trudy Derkach.

It has been a busy year for the CB&R Committee. Following the 2024 Annual Meeting, the committee was quick to get to work preparing for the Special Meeting which took place on June 5th & 6th, 2024 to bring forward changes for the SUN structure change.

Throughout the year we engaged in a great degree of growth and learning as a Committee. Through discussion and reflection the CB&R Committee established that we would benefit from additional education and clarification on our role as a Committee. We requested a review of our terms of reference, as well consultation from a parliamentarian. We all thoroughly enjoyed our education session and found it to be both constructive and informative. We were able to seek clarity and define work yet to be done by the Committee.

We have implemented annual auditing of the Committee process in an effort to continue to make improvements for the future.

Our goal is to be as informed, consistent, and transparent as you would expect from any Registered Nurse at your bedside, and feel that as a Committee we are confident we can achieve these goals. In closing, we can't forget to thank both Nina Johnson and Carmen Powers for all the assistance they provide the Committee, your support is greatly appreciated. We'd also like to thank you, the membership, for your continued support and we look forward to continuing our work as a Committee.

**Candace Lahoda, 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 Barbara Deets, 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 2024 and 2025:

- **OCTOBER 2, 2024:** 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 2025

*budget and recommended approval to the Board of Directors.*

- **MARCH 6, 2025:** Reviewed the Audited Financial Statements in detail with the Auditor; recommended acceptance of the respective statements to the Board of Directors.

The 2025 Budget was approved by the Board of Directors on October 30, 2024, with assumptions based on 8,900 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 LLG conducted an audit of SUN's financial records in February 2025; the audited statements can be found starting on [page 12](#) of this publication.

**Denise Dick, RN**  
CHAIR

## Nominations Committee

The Nominations Committee met in Regina for our Fall meeting where we reviewed the upcoming positions that would be eligible for the 2025 election.

The committee reviewed all of the Memos and Nominations Forms applicable to the Call for Nominations that were sent to all Members and Local Presidents for the positions that need to be elected in 2025.

The Call for Nominations opened November 15 2024 and closed on January 15, 2025 at 1200 Hours.

At the January meeting, the committee reviewed all nomination forms and verified acclamation to positions and which positions needed electronic voting needs to be initiated. The committee will meet again after electronic voting

closes in April and resume duties of the committee at the Annual Meeting in Regina.

The committee would like to send our appreciation to Deborah Graham and Nina Johnson from the SUN Staff who have assisted our committee over this last year.

**Gail Kizlyk, RN**  
CHAIR

## Community Connections Committee

The purpose of the Community Connections Committee is to research community programs for the annual Community Support Project as determined by the SUN Board of Directors and to encourage Locals to consider involvement in community programs. We will be supporting the Food Banks of Saskatchewan this year.

The Committee has met in person and via Zoom to discuss goals and create an action plan to provide support to the Food Banks of Saskatchewan through our annual meeting committee project. The Committee is also investigating ways to increase awareness of the Foodbanks' needs and to engage Locals to support the Food Banks in their communities. The Committee will gather on March 12th to volunteer at a Food Bank. We look forward to sharing more information at the Annual Meeting.

Your Community Connections Committee consists of Tracy Bergen RN, Jesslaine Nickolet RN, Lilian Fehr RN, Tess Ariss RN, Yvonne Sawatzky RN, and Lynne Eikel RN, Board Liaison.

**Tracy Bergen, RN**  
CHAIR



## SUN/SAHO Negotiations Committee

In November 2024, the Committee met with SAHO to begin the bargaining process with the first step of exchanging proposal packages.

This is the first collective agreement bargaining process since the Saskatchewan Health Authority was formed that will be looking to address the significant structure changes that have taken place over the past few years with this new Employer and its Affiliates. The formation of the Saskatchewan Health Authority was the coalescence of 12 Health Authorities into one, which now requires your committee to be tasked with getting the foundational collective agreement language right, so it is strong, clear and concise. This is going to take time. Dates have been approved to the end of 2025.

The Negotiations Committee encourages all SUN members to stay connected and up to date by keeping an eye for Bargaining Alert emails and clicking on the Negotiations banner on the website for regular updates.

### YOUR NEGOTIATIONS COMMITTEE CONSISTS OF:

- **Tracy Zambory**  
SUN President
- **Mark Henderson**  
Second Vice-President & Committee Chair
- **Lenore McMillan**  
Home Care Representative
- **Tricia Jones**  
Integrated Facilities Representative
- **Linda Maurer**  
Long Term Care Representative
- **Krystle Wallman**  
Mental Health Representative



- **Lesley Shoemaker**  
Nurse Practitioners Representative
- **Rebecca Pott**  
Public Health Representative
- **Pamela Todd**  
Regina Base Hospitals Representative
- **Leah Puetz**  
Regional Hospitals Representative
- **Racheal Martens**  
Saskatoon Base Hospitals Representative
- **Dean Job**  
Director of Labour Relations
- **Amber Alecxe**  
Director of Government Relations
- **Dave Nameth**  
Labour Relations Officer
- **Evan Holmes**  
Research and Policy Analyst
- **Janelle Ruhr**  
Administrative Assistant

**Mark Henderson, RN**  
CHAIR

# Financial Statements



## Management's Responsibility

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To the Members of Saskatchewan Union of Nurses:

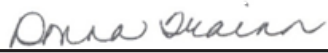
Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting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

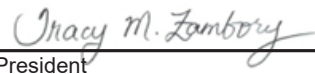
In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records 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 Finance 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 Finance Committee and management to discuss their audit findings.

March 12, 2025

  
Executive Director

  
President

## Independent Auditor's Report

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To the Members of Saskatchewan Union of Nurses:

### Opinion

We have audited the financial statements of Saskatchewan Union of Nurses ("SUN"), which comprise the statement of financial position as at December 31, 2024, 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 accompanying financial statements present fairly, in all material respects, the financial position of SUN as at December 31, 2024, and the results of its operations and its 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 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.

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 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 SUN or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing 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, but not for the purpose of expressing an opinion on the effectiveness of 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 SUN'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 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 12, 2025

**MNP LLP**


Chartered Professional Accountants

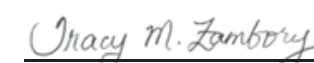
## Saskatchewan Union of Nurses Statement of Financial Position

As at December 31, 2024

	2024	2023
<b>Assets</b>		
<b>Current</b>		
Cash	10,857,503	8,549,161
Marketable securities (Note 3)	13,753,085	4,117,845
Accounts receivable	904,905	1,108,504
Prepaid expenses and deposits	195,709	505,568
Inventory	135,869	105,814
	<b>25,847,071</b>	14,386,892
<b>Investments (Note 4)</b>	<b>4,520,108</b>	13,099,242
<b>Capital assets (Note 5)</b>	<b>1,738,212</b>	1,809,748
	<b>32,105,391</b>	29,295,882
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accruals	1,191,809	882,774
Employee accruals (Note 7)	618,548	731,063
	<b>1,810,357</b>	1,613,837
<b>Net Assets</b>		
Appropriated net assets (Note 9)	25,210,104	22,800,649
Available net assets	5,084,930	4,881,396
	<b>30,295,034</b>	27,682,045
	<b>32,105,391</b>	29,295,882

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, 2024*

	2024 Budget (Note 11)	2024	2023
<b>Revenue</b>			
Member dues	12,713,366	15,993,477	14,467,442
Investment income	420,000	1,279,453	558,036
Other	111,700	157,140	206,474
Unrealized gain (loss) on investments	-	100,992	108,304
<b>Total revenue</b>	<b>13,245,066</b>	<b>17,531,062</b>	15,340,256
<b>Expenses</b>			
Salaries and benefits - staff	6,648,076	5,996,220	5,804,025
Administration and occupancy (Note 12)	2,383,529	2,264,142	1,800,480
Salaries and benefits - members	2,275,380	2,052,275	1,352,737
Promotions and advertising	1,629,750	1,184,762	1,121,404
Meetings	812,224	891,107	416,402
Professional fees	703,043	747,327	887,243
Affiliations	487,942	497,856	474,699
Travel	801,129	487,402	347,160
Accommodation	518,603	337,626	144,653
Donations	180,000	229,000	193,000
Amortization	125,040	146,426	142,093
Grants	170,000	42,500	-
Condo	83,700	41,430	36,951
<b>Total expenses</b>	<b>16,818,416</b>	<b>14,918,073</b>	12,720,847
<b>Excess (deficiency) of revenue over expenses</b>	<b>(3,573,350)</b>	<b>2,612,989</b>	2,619,409

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, 2024*

	Appropriated net assets (Note 9)	Available net assets	2024	2023
<b>Net assets, beginning of year</b>	<b>22,800,649</b>	<b>4,881,396</b>	<b>27,682,045</b>	25,062,636
<b>Excess (deficiency) of revenue over expenses</b>	<b>(2,904,292)</b>	<b>5,517,281</b>	<b>2,612,989</b>	2,619,409
<b>Transfers from available net assets</b>	<b>5,313,747</b>	<b>(5,313,747)</b>	<b>-</b>	-
<b>Net assets, end of year</b>	<b>25,210,104</b>	<b>5,084,930</b>	<b>30,295,034</b>	27,682,045

The accompanying notes are an integral part of these financial statements

**Saskatchewan Union of Nurses**  
**Statement of Cash Flows**  
For the year ended December 31, 2024

	2024	2023
<b>Cash provided by (used for) the following activities</b>		
<b>Operating</b>		
Cash received from members	16,354,216	14,619,264
Cash paid for operating expenses	(6,091,815)	(5,470,419)
Cash paid for salaries and benefits	(8,203,510)	(7,269,703)
Cash received for interest	324,339	107,191
	<b>2,383,230</b>	<b>1,986,333</b>
<b>Investing</b>		
Purchase of capital assets	(77,288)	(443,705)
Proceeds on disposal of capital assets	2,400	460
	<b>(74,888)</b>	<b>(443,245)</b>
<b>Increase in cash resources</b>	<b>2,308,342</b>	<b>1,543,088</b>
<b>Cash resources, beginning of year</b>	<b>8,549,161</b>	<b>7,006,073</b>
<b>Cash resources, end of year</b>	<b>10,857,503</b>	<b>8,549,161</b>

The accompanying notes are an integral part of these financial statements

**Saskatchewan Union of Nurses**  
**Notes to the Financial Statements**  
For the year ended December 31, 2024

**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 measured at fair value. Changes in fair value are recorded immediately 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 plus all costs directly attributable to the acquisition.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives, except leasehold improvements and computer software.

	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 relate 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.

**Fund accounting**

SUN follows the deferral method of accounting for contributions and reports using fund accounting, and maintains 10 funds:

- 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 which includes holding bargaining conferences, 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. This fund also covers the costs of grievance and arbitration work.
- 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 operating budget by covering the cost of holding an annual meeting and funding 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.
- The Succession Planning Fund is used to identify long range human resource needs through assessment, development, and mentorship. Also, to support human resource planning that includes but is not limited to planned/unplanned vacancies, organizational movement, and member engagement. The fund is intended to encompass in-scope, out-of-scope and elected positions.

**Measurement uncertainty (use of estimates)**

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 capital assets 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.

By their nature, these judgments are subject to measurement uncertainty, and the effect on the financial statements of changes in such estimates and assumptions in future years could be significant. These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues over expenses in the years in which they become known.

**Financial instruments**

SUN recognizes financial instruments when the SUN becomes party to the contractual provisions of the financial instrument.

**Arm's length financial instruments**

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, SUN may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. SUN has made such an election to value marketable securities and investments at fair value.

SUN subsequently measures marketable securities and investments at fair value. Fair value is determined by published price quotations. All other financial assets and liabilities are subsequently measured 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 excess (deficiency) of revenue over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

**Financial asset impairment**

SUN assesses impairment of all its financial assets measured at cost or amortized cost. SUN groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group; there are numerous assets affected by the same factors; no asset is individually significant, etc. Management considers whether the issuer is having significant financial difficulty; 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.

Any impairment, which is not considered temporary, is included in current year excess (deficiency) 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 excess (deficiency) of revenue over expenses in the year the reversal occurs.

**Employee future benefits**

SUN's employee future benefit program consist of a defined benefit plan under which both the Organization and employees make contributions. SUN's obligations to the multi-employer plan is limited to the monthly required contributions.

**3. Marketable securities**

SUN has various short term marketable securities with interest rates between 0.00% to 6.24% (2023 - 1.15% to 5.07%) and maturity dates ranging between January 2025 to December 2025 (2023 - January 2024 to August 2024).

Marketable securities, held by brokers, are comprised of the following:

	<b>2024</b>	<b>2023</b>
Cash account	48,736	37,831
Guaranteed investment certificates, investment savings account, bonds	<b>13,704,349</b>	4,080,014
	<b>13,753,085</b>	4,117,845

**Saskatchewan Union of Nurses**  
**Notes to the Financial Statements**  
For the year ended December 31, 2024

**4. Investments**

SUN has various long term investments with interest rates ranging between 1.55% to 5.34% (2023 - 4.93% to 6.14%) and maturity dates ranging between May 2026 to August 2028 (2023 - February 2025 - June 2026).

	2024	2023
Guaranteed investment certificates, bonds	4,520,108	13,099,242

**5. Capital assets**

	2024	2023
	<i>Cost</i>	<i>Accumulated amortization</i>
	<i>Net book value</i>	<i>Net book value</i>
Land	181,000	-
Buildings	2,207,634	928,480
Computer equipment	685,689	509,114
Computer software	188,072	188,072
Furniture and fixtures	344,674	282,229
Leasehold improvements	22,719	22,719
Land improvements	71,215	32,237
Incorporation costs	704	644
	<b>3,701,707</b>	<b>1,963,495</b>
	<b>1,738,212</b>	<b>1,809,748</b>

**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, bank bonds 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, 2024

**7. Employee accruals**

Accrued employee benefits consist of the following:

	2024	2023
Vacation pay	395,642	409,642
Overtime pay	32,093	23,517
Retiring allowances	146,356	248,904
Other	44,457	49,000
	<b>618,548</b>	<b>731,063</b>

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**

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 individual's annual salary and corresponding expense totalled \$230,296 in 2024 (2023 - \$209,264). SUN's obligations to the multiemployer plan is limited to the monthly required contributions.

**9. Appropriated net assets**

	Balance, beginning of year	Deficiency of revenue over expenses	Transfers from available net assets	Balance, end of year
Collective Bargaining Defense Fund	7,809,197	(774,067)	1,965,201	9,000,331
Campaign Fund	4,647,475	(758,812)	1,139,738	5,028,401
Legal Assistance Fund	250,000	-	-	250,000
Member Education Fund	250,000	(177,071)	477,071	550,000
Capital Fund	1,372,974	-	(77,288)	1,295,686
Legal Challenge Fund	2,000,000	(149,245)	149,245	2,000,000
Convention Fund	5,969,530	(984,061)	1,619,780	6,605,249
Saskatchewan Health Coalition Fund	80,000	(40,000)	40,000	80,000
Succession Plan Fund	421,473	(21,036)	-	400,437
	<b>22,800,649</b>	<b>(2,904,292)</b>	<b>5,313,747</b>	<b>25,210,104</b>

Refer to Note 2 for descriptions of the funds.

Saskatchewan Union of Nurses  
Notes to the Financial Statements  
For the year ended December 31, 2024

10. Commitments

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

2025	260,866
2026	199,074
2027	198,067
2028	177,172
2029	159,478
	<b>994,657</b>

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:

	2024	2023
Books and subscriptions	9,570	35,270
Contract services	552,389	823,979
Courier	13,671	10,248
Equipment rentals	621,925	182,604
Insurance	35,564	34,699
Miscellaneous	35,951	27,725
Office rent and utilities	249,967	240,615
Office supplies	120,004	62,125
Postage	278,943	42,108
Property taxes	34,224	33,595
Repairs and maintenance	194,940	189,521
Telephone	116,994	117,991
	<b>2,264,142</b>	<b>1,800,480</b>

# Locals at Annual Meeting



# Annual Meeting Guide



# Agenda

April 30 - May 2, 2025



# Order of Business

●	Call To Order	Morning Break	Lunch Break	Afternoon Break	Adjournment
<b>Wednesday</b>	<b>0900</b>	<b>1015 - 1045</b>	<b>1200 - 1300</b>	<b>1415 - 1430</b>	<b>1600</b>
<b>Thursday</b>	<b>0900</b>	<b>1015 - 1045</b>	<b>1200 - 1300</b>	<b>1415 - 1430</b>	<b>1600</b>
<b>Friday</b>	<b>0900</b>	<b>1015 - 1045</b>	<b>1200 - 1300</b>	<b>1415 - 1430</b>	<b>1600</b>

BYLAW 3.02 — A tentative agenda for the Annual Meeting will be printed in the Annual Meeting issue of SUNSpots. A final agenda, if different than the tentative agenda, shall be available at the Annual Meeting prior to the vote on the adoption of the agenda.

Urgent Resolutions may be submitted to the Constitution, Bylaws & Resolutions Committee until 1200 on May 1, 2025.

**Call to Order**

**O Canada**

**Knowledge and Reflection**

**Statement on Harassment Free Convention**

**Climate Goals, and Meeting Rules and Privileges**

**Appointment of Credentials Committee  
Appointment of Scrutineers**

**Special Orders:**

- **April 30 @ 1000** — Nominations Committee — announcement of vacant positions
- **May 1 @ 1545** — Nominations Committee — Candidates Platform
- **May 2 @ 1000** — Nominations Committee - Online Voting
- **May 2 @ 1600** — Nominations Committee - Elections Results

**Approval of Agenda**

**Approval of 2024 Minutes**

**Disposition of 2024 Resolutions**

**President's Address**

**First Vice-President's Report**

**Auditors Report**

**Committee Reports:**

- Community Connections Committee
- Constitution, Bylaws and Resolutions Committee
- Negotiations Committee
- Nominations Committee

**Lifetime Memberships Presentation**

**Leadership Awards Presentation**

**Constitution, Bylaws and Resolutions Report**

**New Business**

**Unfinished Business**

**President's Address**

**Adjournment**

# Robert's Rules of Order

When conducting business meetings such as the annual meeting, bargaining conferences, or special meetings of the union, SUN follows Robert's Rules of Order. The following is a brief overview to assist members during the meeting.

## The purpose of Robert's Rules of Order include the following:

- Ensure majority rule.
- Provide order, fairness, and decorum.
- Facilitate the transaction of business and expedite meetings.

## Basic Principles

- All members have equal rights, privileges, and obligations.
- Full and free discussion of every motion is a basic right.
- Only one question at a time may be considered, and only one person may have the floor at any one time.
- Members have a right to know what the immediately pending question is and to have it restated before a vote is taken.
- No person can speak until recognized by the Chair.
- Personal remarks are always out of order.
- A majority vote (50% + 1) is "the majority of the total number of those who are members of the voting body at the time of the vote." The "voting body" refers to the members in the meeting room at the time of the vote.
- A two-thirds vote is required to:
  - Suspend or modify a rule of order previously adopted.
  - Prevent the introduction of a question for consideration.
  - Close or limit debate (calling the question).
  - Implement constitutional changes.

## Role Of The Presiding Office

- The SUN President is the presiding officer or meeting Chair for all business meetings of the Union.
- The Chair remains impartial during a debate. The presiding officer must relinquish the Chair in order to debate the merits of a motion. In such instances, the First Vice-President takes over as Chair.
- Introduces business in proper order, as determined by the agenda.
- Recognizes speakers.
- Determines if a motion is in order.
- Keeps discussion relevant to the pending motion.
- Maintains order and decorum by ensuring Robert's Rules of Order are adhered to.
- Puts motions to a vote and announces results.

## Role Of The Parliamentarian

- The Parliamentarian is an expert in interpreting and applying Robert's Rules of Order.
- The presiding officer/Chair may consult with the Parliamentarian.
- The presiding officer/Chair may ask the Parliamentarian to give an explanation directly to the assembly.
- The Parliamentarian can call the attention of the Chair if they notice a motion or speaker is out of order.

## Rules Of Debate

- No members may speak until recognized by the Chair.
- All discussions must be respectful and relevant to the immediate question/motion/discussion.
- No member can speak more than once to a motion.
  - This does not prohibit one from requesting a point of clarification from the Chair.
- A member speaking twice will close the debate/discussion on the motion currently on the floor.
- All remarks must be addressed to the Chair — cross-debate is not permitted.
- Debate must address the issue.

- No one is permitted to make personal attacks or question the motives of other speakers or the Chair.
- Members may not disrupt the assembly.
- The presiding officer must relinquish the Chair in order to participate in the debate and cannot reassume the Chair until the pending main question is closed.

## Procedures For Speaking To Resolutions

- The Constitution, Bylaws & Resolutions (CB&R) Committee will read the resolution to be discussed.
- The presiding officer/Chair will open the debate.
- The mover of the resolution has the right to speak first.
- To speak to the resolutions, you must be recognized by the Chair.
- Prior to speaking, the speaker must state their name and Local number.

## Procedure For Amending A Resolution

- An amendment is any change made to the resolution being presented.
- A member must have the floor in order to make an amendment.
- When recognized by the Chair, the mover must state their name, Local number, and read the amendment they wish to present.
- A seconder is required for all amendments.
- The seconder will be required to state their name, Local number and confirm they second the amendment before discussion on the amendment may begin.
- After the amendment has been moved and seconded, the mover may speak to their amendment.
- Discussion/debate on the amendment commences. Only the amendment may be discussed at this time.
- A vote is taken on the amendment.
- If the vote determines the amendment is carried, then the amendment is applied to the original resolution.

- The Chair will read the amended resolution to the assembly and open the floor for discussion.
- Following discussion, the vote is called on the amended resolution.
- If the vote determines the amendment is defeated, discussion/debate returns to the original resolution.

## Voting On A Resolution

- Debate is closed when the discussion has ended OR a member calls the question.
- The Chair restates the resolution and calls for a vote.
- The Chair announces the results: carried or defeated.

## Calling The Question

- Any member with voting privileges in attendance may "call the question" at any time to halt debate/discussion. This motion requires a seconder.
- This motion cannot be amended or discussed/debated.
- When the question is called by a member, the Chair will immediately call for a vote to determine if the assembly wishes to stop the discussion/debate.
- If the vote is carried the assembly will immediately vote on the resolution on the floor.
- If defeated, discussion/debate continues.

## Speakers Out Of Order

- "Out of order" refers to actions or behaviours that are not in accordance with the Rules and Privileges (page 36), and Climate Goals (page 35) of the meeting.
- Other reasons speakers will be deemed out of order include, but are not limited to:
  - Makes personal remarks regarding another speaker or the Chair.
  - Interrupts a speaker or speaks without being recognized by the Chair.
  - Speaks to a motion or matter not currently on the floor/before the assembly.
  - Speaks to a motion or matter previously discussed and voted on.



# Motions Reference Guide

## In Order Of Precedence

Motion	Example	Sec	Debate	Amend	Vote	Notes
<b>Main Motion</b> (May be moved only when no other motion is pending)	I move that...	Yes	Yes	Yes	Majority*	Introduces business to assembly.
<b>1. Raise A Question Of Privilege</b>	I rise to a question of privilege	No	No	No	2/3	Privileged motion. Ruled upon by Chair.
<b>2. Call For Orders Of The Day</b>	I call for orders of the day	No	No	No	None	Privileged motion. Enforced by demand of one member.
<b>3. Lay On Table</b>	I move to lay the motion on the table	Yes	No	No	Majority	Lays aside a motion when more urgent business arises.
<b>4. Call The Question</b>	I move to call the question	Yes	No	No	2/3	If adopted, closes debate.
<b>5. Limit/ Extend Debate</b>	I move to limit debate to __ minutes	Yes	Yes	Yes	2/3	May change length of speeches or length of debate.
<b>6. Postpone Definitely</b>	I move to postpone the... motion till next meeting	Yes	Yes	Yes	Majority	Debate confined to merits of postponing question.
<b>7. Commit/ Recommit</b>	I move to refer this motion to a committee	Yes	Yes	Yes	Majority	Debate confined to merits of referring motion to committee.
<b>8. Amend</b>	I move to amend the motion by...	Yes	Yes	Yes	Majority	Debatable only if applicable motion is debatable.
<b>9. Postpone Indefinitely</b>	I move to postpone this motion indefinitely	Yes	Yes	No	Majority	Debate may go into merits of main motion. Adoption kills motion.

\*Except when bylaw requires 2/3 or when changes something already adopted.

**QUORUM** is the number of registered members that are entitled to vote who must be present in order to legally transact the meeting's business. SUN's Bylaw 3.11 (vi) states that the quorum for a general meeting of the union shall be a majority of those members registered in attendance on each day of the meeting. Therefore, if on any given day 300 members are registered, quorum would be 151 members. If at least 151 members remain at the meeting, business, including voting on resolutions, can proceed.

**NOTE:** Quorum and the number of votes required to carry a motion are two separate issues. For example, X number of members are registered on any given day. A majority of those constitute a quorum to carry on the business of the day. Of that quorum, a majority or 2/3 of the members present and voting will determine if a motion passes or is defeated.

## With No Special Order

Motion	Example	Sec	Debate	Amend	Vote	Notes
<b>Point Of Order</b>	I rise to a point of order	No	No	No	None	Ruled upon by Chair. May interrupt a speaker.
<b>Appeal</b>	I appeal the decision of the Chair	Yes	Yes	No	Majority	Move at time of ruling by Chair. Non-debatable if pending motion is not debated.
<b>Committee Of The Whole</b>	I move to suspend the rule and ...and...	Yes	No	No	2/3	Bylaws may never be suspended.
<b>Objection To Consideration</b>	I object to consideration of this question	No	No	No	2/3	In order only until debate on main motion begins.
<b>Counted Vote</b>	I request a vote on the motion	No	No	No	None	To confirm the result of a vote one member may demand a rising vote.
<b>Division Of Motion</b>	I move to divide the motion by...	Yes	No	Yes	Majority	Separates motion if feasible.
<b>Point Of Information</b>	I rise to a point of information	No	No	No	None	Answered by Chair. May interrupt a speaker if important.
<b>Reconsider</b>	I move to reconsider the vote on the motion re...	Yes	Yes	No	Majority	Must be made by member who voted on prevailing side. Non-debatable if motion to be reconsidered is not debatable.
<b>Take From The Table</b>	I move to take the motion re... from the table	Yes	No	No	Majority	Brings a tabled motion back to the assembly.
<b>Withdraw A Motion</b>	I ask permission to withdraw the motion	Yes	No	No	Majority	Usually done by unanimous consent.

### Role of the Parliamentarian

The Parliamentarian is a consultant whose role is purely an advisor and resource person for the Chair and the meeting.

**Duties Include:** respond to questions of clarification about Rules of Order either by the Chair or the assembly; discreetly

draw to the attention of the Chair any errors in following the Rules of Order; and acts as an expert on the Rules of Order to help facilitate the business of the assembly.

**NOTE:** A Parliamentarian does not vote or debate the issues before the assembly.

# Harassment Free Convention

## Harassment Divides The Union

Racism, sexism, and other forms of harassment pit groups of workers against one another and divide unions. Division undermines our struggle for social and economic justice.

## Harassment Hurts People

Racist and sexist remarks and graffiti create unease and stress among people. Victims of the remarks never know what other forms of harassment will follow. We must ensure our words are not empty, and not defeated through any action that embarrasses, humiliates, or degrades.

## When A Joke Is Not A Joke

Racial, ethnic, and sexist jokes originated in times when groups of people were socially under attack and lacked the power to respond effectively. These jokes are a reminder of this history. They can create an environment where more serious forms of discrimination and abuse happen.

## What To Do

Complaints of harassment at SUN events will be taken seriously and will be investigated immediately. **If you believe you are being harassed, act immediately:**

1. If possible, make it clear you do not welcome such behaviour. You can do so either on your own, verbally or in writing, or with the assistance of another party. Indicate you will take further action if the behaviour continues.
2. If the inappropriate behaviour persists, approach one or both of the designated SUN representatives who will investigate the matter.

You may seek out the designated anti-harassment representatives in the first instance of harassment if you are unwilling/unable to approach the harasser.

As SUN members, we agree that everyone here has equal value.

## Equality And Solidarity

We must all work together to advance the cause of working people. Harassment divides us. It has no place at this meeting. As sisters and brothers, we will not make comments or gestures, commit any acts that are humiliating or derogatory or cause another member to feel uncomfortable.

**We declare this a harassment-free Annual Meeting and encourage SUN members to challenge issues, not individuals.**

- These statements apply to all SUN members and guests as well as to union and venue staff.

# Climate Goals

## Collectivity

- We actively seek information and involvement before we decide and act.
- We acknowledge and value the views of each member but work together for the benefit of the whole.
- When decisions have been made, we act and talk in concert.

## Equality

- There is equality, fairness and respect in all our dealings with each other.

## Honesty, Integrity

- There is consistency and congruency between each person's words and actions.
- People freely express and listen to concerns, feelings, and facts.
- When conflicts arise, we seek resolution face-to-face and in ways that are professional and respectful.

## Care, Compassion, and Social Justice

- We tackle problems, not people.
- We treat one another as individuals and find ways to offer each other support and care.

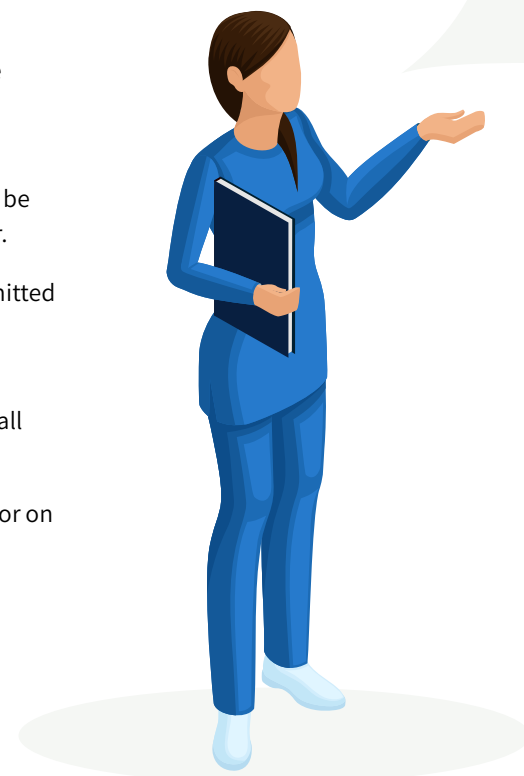
## Democracy

- We stop, listen to, respect, and seek to understand ideas and beliefs that are different from our own.
- We respect the decision of the collective and those elected to represent us all.



# Rules And Privileges

- SUN's Climate Goals will be honoured by all in attendance.
- SUN members will be required to show their SUN membership card at check-in.
- All attendees will be required to wear a name tag for the purpose of credentials.
- Members are required to be scanned in at the start of each business day. This will be used to determine quorum.
- Speakers will use a microphone when addressing the Chair.
- Speakers must be acknowledged by the Chair before addressing the assembly.
- A speaker addressing the Chair will state their name, and Local number.
- All remarks must be addressed to the Chair and confined to the question before the assembly.
- All members in good standing may address the convention. *(note: honorary members are not entitled to make motions.)*
- Each member in attendance, except for honorary members, is entitled to one vote per question.
- When a standing vote has been called or during the election process, no one will be allowed to enter or exit the meeting room until the vote has been completed.
- Staff and guests can address the convention if requested by the assembly, but have no vote.
- Motions and amendments must be presented in writing to the Chair.
- Urgent resolutions may be submitted to the CB&R Committee by the deadline announced.
- All business meetings of SUN shall follow Robert's Rules of Order.
- Cell phones are to be turned off or on vibrate during the meeting.



# Speaking at the Annual Meeting

*SUN members are encouraged to ask questions and provide their feedback during the discussion of resolutions, discussion papers, and/or following presentations and reports.*

*The floor during all SUN meetings, including the Annual Meeting, Bargaining Conference, and special meetings of the union, is a safe and welcoming environment for all SUN members to speak their minds.*

## Tips For Speaking

Members are encouraged to review the Rules & Privileges (left), as well as the Climate Goals (page 33) of the meeting prior to attending.

- Before speaking, take a moment to gather your thoughts. You may want to write them down to ensure you are clear and concise in your question/comment.
- Be sure to speak clearly and directly into the microphone. Adjust the microphone if required.
- Try not to move or look around as you speak. Make sure you are at an appropriate distance from the microphone — not too far and not too close.
- Everyone's comments and opinions are valuable and should be treated with respect and dignity. This key principle is what ensures we have a safe and welcoming environment for members to speak and be heard.

## Rules & Procedures

- Speakers must be recognized by the Chair.
- Only individuals can be recognized by the Chair; groups of speakers are not permitted.
- Speakers cannot hold a spot on the speakers' list and pass the floor to another member to speak on their behalf.
- Speakers must state their name and Local number before they state their question or comment.
- Questions and comments must be presented to the Chair of the meeting, not to individuals.
- Speakers can only speak to the motion or discussion before the assembly.
- Speaking to the same motion or discussion twice will close the discussion/debate, prompting a vote on the motion, if required.

# Ticket of Nominations

*In accordance with Bylaw 4.11, the following names were submitted to the Nominations Committee for the 2025 Annual Meeting.*



## Board of Directors

### 1. President

Bryce Boynton  
Local 109 – North East 1

Nicole Neufeld  
Local 101 – St. Paul’s Hospital

Tracy Zambory  
Local 104 – South East 9

### 2. Second Vice-President

Mark Henderson  
Local 75 – Royal University Hospital

Chantell Mollenhauer  
Local 107 – Saskatoon City Hospital

### 3. Network Representative - NE

Barb Fisher  
Local 62 – North East 4 ACCLAIMED

### 4. Network Representative - SE

Sheila Bear  
Local 3 – South East 3 ACCLAIMED

### 5. Network Representative - Regina

Jennifer Eliason  
Local 100 – Regina, Other Than Base Hospitals ACCLAIMED

### 6. Network Lead - North

*One position to be elected at Annual Meeting.*



## Standing Committees

### Constitution, Bylaws and Resolutions Committee (4 to be elected)

Angie Achter  
Local 69 – South West 5

Trudy Derkach  
Local 243 – South East 4

Candace Lahoda  
Local 75 – Royal University Hospital

Melanie Martin  
Local 100 – Regina, Other Than Base Hospitals

Amanda (Mandi) Senger  
Local 75 – Royal University Hospital

Rikki Skiffington  
Local 62 – North East 4

Crystal Tholl  
Local 100 – Regina, Other Than Base Hospitals

### Finance Committee (2 to be elected)

Maureen Arseneau  
Local 68 – South West 3 ACCLAIMED

Angela Felskie  
Local 9 – South East 6 ACCLAIMED

### Community Connections Committee (5 to be elected)

Tracy Bergen  
Local 75 – Royal University Hospital ACCLAIMED

Naticia Erhardt  
Local 106 – Regina General Hospital ACCLAIMED

Lillian Fehr  
Local 75 – Royal University Hospital ACCLAIMED

Yvonne Sawatzky  
Local 86 – North West 5 ACCLAIMED

*+ One position to be elected at Annual Meeting.*

### Nominations Committee (3 to be elected)

Catherine Costa Araos  
Local 106 – Regina General Hospital ACCLAIMED

Gloria Dureault  
Local 106 – Regina General Hospital ACCLAIMED

Gail Kizlyk  
Local 75 – Royal University Hospital ACCLAIMED

*Ballots for all elected positions shall be sent to each eligible member of SUN four (4) weeks prior to the commencement of the Annual Meeting. (Bylaw 4.13)*

# Resolutions



# Constitution Amendments

- Amend Article 5.02 by adding:
  - vi) Nurse Practitioner
  - vii) Registered Psychiatric Nurse

If amended:

## ARTICLE 5 – BOARD OF DIRECTORS

- The Board shall be comprised of the following:
  - i) President,
  - ii) First Vice-President,
  - iii) Second Vice-President,
  - iv) Network Representatives, one (1) from each of the six (6) Networks (SE, SW, NE, NW, Regina, and Saskatoon),
  - v) Base Hospital Representatives, one (1) representative for Regina and one (1) representative for Saskatoon,
  - vi) Nurse Practitioner,
  - vii) Registered Psychiatric Nurse

*Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201*

CARRIED  AMENDED  DEFEATED

- Amend Bylaw 2.08 by adding “Nominations and Community Connections”

If amended:

- Any member who is a member of the Board of Directors, Finance, Negotiations, Constitution, Bylaws and Resolutions, **Nominations and Community Connections** committees, or a Network Lead cannot hold an elected position with their regulatory body.

*Gail Kizlyk, Local 75 & Alex Fecke, Local 75*

CARRIED  AMENDED  DEFEATED

- Amend Bylaw 4.06 by adding as NEW and renumber.

Nominees for the office of Nurse Practitioner Representative shall be from the members who are currently registered with the College of Registered Nurses (CRNS) and are a licensed practicing Nurse Practitioner.

Nominees for the office of Registered Psychiatric Nurse Representative shall be from the members who are currently registered with the College of Registered Psychiatric Nurses (CRPNS) and are a licensed practicing Registered Psychiatric Nurse.

If amended:

- Nominees for the office of Nurse Practitioner Rep-resentative shall be from the members who are currently registered with the College of Registered Nurses (CRNS) and are a licensed practicing Nurse Practitioner.**

**Nominees for the office of Registered Psychiatric Nurse Representative shall be from the members who are currently registered with the College of Registered Psychiatric Nurses (CRPNS) and are a licensed practicing Registered Psychiatric Nurse.**

*Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201*

CARRIED  AMENDED  DEFEATED

- Amend Bylaw 4.10 by deleting “Electronic copies of Nominations Forms and Position Statements are to be followed with the original by mail to the SUN Regina office.”

If amended:

- Nominations shall be accepted by the Nominations Committee until 1200 hours on January 15. ~~Electronic copies of Nominations Forms and Position Statements are to be followed with the original by mail to the SUN Regina office.~~ Nominees should contact the SUN Regina office to ensure the Nomination Form and the Position Statement have been received. If January 15 falls on the weekend, the deadline will be the next business day.

*Gail Kizlyk, Local 75 & Catherine Araos, Local 106*

CARRIED  AMENDED  DEFEATED

- Amend Bylaw 4.21 by adding as NEW and renumber.

Nurse Practitioner Representative shall be elected by the members who are currently registered with the College of Registered Nurses (CRNS) and are a licensed practicing Nurse Practitioner.

Registered Psychiatric Nurse Representative shall be elected by the members who are currently registered with the College of Registered Psychiatric Nurses (CRPNS) and are a licensed practicing Registered Psychiatric Nurse.

If amended:

- Nurse Practitioner Representative shall be elected by the members who are currently registered with the College of Registered Nurses (CRNS) and are a licensed practicing Nurse Practitioner.**

**Registered Psychiatric Nurse Representative shall be elected by the members who are currently registered with the College of Registered Psychiatric Nurses (CRPNS) and are a licensed practicing Registered Psychiatric Nurse.**

*Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201*

CARRIED  AMENDED  DEFEATED

- Amend Bylaw 4.27 by deleting and replace paragraphs 1, 2 and 4 with the following:

Elections for Board positions shall be held annually and take place in the following manner:

The term of office for the President, First Vice-President and Second Vice-President shall be three (3) years. Only one position of President or Vice-President shall be elected annually.

The positions of NE, SE and Regina Network Representatives, Nurse Practitioner Representative and North Lead shall be elected in odd numbered years.

The positions of NW, SW and Saskatoon Network Representatives, and both Base Hospitals Representatives, Registered Psychiatric Nurse Representative and South Lead shall be elected in even numbered years.

If amended:

- ~~Elections for Board positions shall be held annually and shall take place in the following manner. The positions of the President, Second Vice-President and NE, SE and Regina Network Representatives, and North Lead, shall occur in odd numbered years.~~

~~The positions of First Vice-President, NW, SW, and Saskatoon Network Representatives, and both Base Hospital Representatives, and South Lead, shall be elected in even numbered years.~~

**Elections for Board positions shall be held annually and take place in the following manner:**

**The term of office for the President, First Vice-President and Second Vice-President shall be three (3) years. Only one position of President or Vice-President shall be elected annually.**

**The positions of NE, SE and Regina Network Representatives, Nurse Practitioner Representative and North Lead shall be elected in odd numbered years.**

**The positions of NW, SW and Saskatoon Network**

# Bylaw Amendments

- Amend Bylaw 2.07 by adding “Nominations and Community Connections”.

If amended:

- Any Finance, Negotiations, Constitution, Bylaws and resolutions, **Nominations and Community Connections** committee member running or elected as a member of the legislative assembly or member of parliament office shall resign from appointed/elected SUN positions.

*Gail Kizlyk, Local 75 & David Pawluk, Local 75*

CARRIED  AMENDED  DEFEATED

Representatives, and both Base Hospitals Representatives, Registered Psychiatric Nurse Representative and South Lead shall be elected in even numbered years.

All Committees shall be elected in odd numbered years. For the purposes of defining the length of a term of office, a year shall mean the length of time from one Annual Meeting to the next.

The term of office for the President and First Vice-President shall be two years.

When there is a new President elected, an additional three weeks will be added to the term for the purposes of orientation.

When there is a new First Vice-President elected, an additional two weeks will be added to the term for the purposes of orientation.

The term of office for all other elected positions shall be two years from the end of the Annual Meeting at which election occurred except as provided for in Bylaw 4.21, 4.23, 6.10. In the event a vacancy occurs which is filled by election, the term of office shall be the remaining unexpired term.

Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201

CARRIED  AMENDED  DEFEATED

8. Amend Bylaw 4 – Local Executive Nominations by adding as NEW “Nominees for the office of local executive shall be from the members who work the majority of their regular paid hours (>60%) within the local.” and renumber.

If amended:

- 4.## Nominees for the office of local executive shall be from the members who work the majority of their regular paid hours (>60%) within the local.

Gail Kizlyk, Local 75 & Terren Klassen, Local 75

CARRIED  AMENDED  DEFEATED

9. Amend Bylaw 5.05.4 by including Nurse Practitioner and Registered Psychiatric Nurse.

If amended:

Network, Nurse Practitioner, Registered Psychiatric Nurse and Base Hospital Representatives

- 5.05.4 The Network, Nurse Practitioner, Registered Psychiatric Nurse and Base Hospital Representative shall:

- i) Attend Board of Directors’ meetings and the General Meetings of the Union.
- ii) Be charged with representing the views of the membership of the jurisdiction they represent at meetings of the Board.
- iii) Be charged with the responsibility of establishing and maintaining communications between the Union and the members.
- iv) To maintain contact with their Network Lead and Network Chairs or alternate in their respective jurisdiction.
- v) Serve as Board Liaison to committee(s) of SUN as required.
- vi) Provide home office space to perform Board duties.

Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201

CARRIED  AMENDED  DEFEATED

10. Amend Bylaw 5.15 by deleting first line and replace with “Upon request to a Board of Directors...”

If amended:

- 5.15 Upon request to their Network Representative/ Base Hospital Representative, the Network Lead, the SUN Network Council chairperson and/or each local shall receive a pre-agenda prior to the Board of Directors’ meeting.

Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201

CARRIED  AMENDED  DEFEATED

11. Amend Bylaw 6.01 by including vii) Diversity Committee.

If amended:

- 6.01 A) Standing Committee  
The following shall be standing committees of the Union:

- i) Executive
- ii) Constitution, Bylaws, and Resolutions
- iii) Finance
- iv) Provincial Negotiations
- v) Nominations
- vi) Community Connections Committee
- vii) Diversity Committee

Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201

CARRIED  AMENDED  DEFEATED

12. Amend Bylaw 6 by adding as NEW Bylaw 6.18.

If amended:

Diversity Committee

- 6.18 A Diversity Committee of six (6) members shall be elected by the general membership and one (1) member appointed by and from the Board of Directors.

All members of the committee including the Board of Directors appointee shall self identify with one of the areas of representation of the Diversity Committee.

The chairperson shall be elected by and from the members of the committee.

- 6.19 The Diversity Committee shall be comprised of the following representation:

- i) One (1) member who is gender or sexually diverse (2SLGBTQ+)
- ii) One (1) member who is a Worker of Colour
- iii) One (1) member who is Indigenous
- iv) One (1) member who is a Worker with a Disability
- v) One (1) member who is a Young Worker (age 30 and below)

- vi) One (1) member who is Male

- 6.20 A majority of the members of the Diversity Committee shall constitute quorum.

- 6.21 The Diversity Committee shall meet at the call of the Chair and under the direction of the Board of Directors of the Diversity Committee shall:

- i) Report to the Board of Directors an annual Diversity plan including but not limited to recommendations regarding diversity education topics/speakers for SUN annual Meeting and Education Conferences and diversity events/ organizations to support.
- ii) Prepare a report for the Annual Meeting.
- iii) Members of the Diversity Committee may also be appointed to the Saskatchewan Federation of Labour (SFL) equity caucus’ as SUN Representatives.
- iv) Be a liaison when SUN participates in various diversity events (ex: pride parades or Truth and Reconciliation walks)
- v) Facilitate equity caucus meetings during SUN general meetings.

Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201

CARRIED  AMENDED  DEFEATED

## Membership Policy Amendments

13. Be it resolved that Membership Policy 002-M-2007 (Member Information Confidentiality) be amended by including Local Executive Nominees to request a membership list relevant to their constituency.

Gail Kizlyk, Local 75 & Terren Klassen, Local 75

CARRIED  AMENDED  DEFEATED

14. Be it resolved that Membership Policy 007-M-2007

(Legal Assistance Funds) be amended by increasing coverage to \$10,000 per member.

*Melanie Martin, Local 100 & Lyndsie Bachtold, Local 106*

CARRIED  AMENDED  DEFEATED

- 15. Intent to amend Membership Policy 009-M-2007 (Participation at Designated Meetings) by changing Designated to “General” and adding “Special Meeting” into definition.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

- 16. Be it resolved that Membership Policy 023-M-2007 (Nominations and Elections) be amended by including Nurse Practitioner and Registered Psychiatric Nurse nomination requirements.

*Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201*

CARRIED  AMENDED  DEFEATED

- 17. Intent to amend Membership Policy 025-M-2007 (Local Negotiating Authority) by changing title to Local Letter of Understanding – Negotiating Authority, and changing purpose to reflect Local authority regarding negotiations of provisions outside the CBA.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

- 18. Be it resolved that Membership Policy 057-M-2023

(Funding: Annual Meeting and Bargaining Conference – Provincial Committees) be amended to include Diversity Committee.

*Krystle Wallman, Local 201 & Lesley Shoemaker, Local 201*

CARRIED  AMENDED  DEFEATED

- 19. Intent to amend Membership Policy 063-M-2023 (Funding: Arbitrations) by including provision for remuneration to members on approved union business related to Independent Assessment Committee and to change name of policy to reflect same.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

- 20. Be it resolved that Membership Policy 064-M-2023 (Funding: External Education) be amended to include preference for funding selection to the SFL OHS Conference for members who are active on their local OHS Committees.

*Gail Kizlyk, Local 75 & Racheal Martens, Local 75*

CARRIED  AMENDED  DEFEATED

## Business Resolutions

- 21. Be it resolved that a member who has been successfully elected into a Board of Directors position shall not be permitted to hold a Local Presidents’ position simultaneously, and therefore would rescind their Local position.

*Nicole Neufeld, Local 101 & Stephanie Pettit, Local 101*

CARRIED  AMENDED  DEFEATED





The logo for the Saskatchewan Union of Nurses, featuring the word "sun" in a bold, lowercase, orange sans-serif font.

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