



Policy Number	018-M-2007
Policy Group	Membership
Policy Name	Religious Objectors
Date of Origin	June 2007
Date Amended	
Date Reviewed	November 2013, September 2014, October 2015, November 2016, November 2017, November 2018, December 2019, October 2020

PURPOSE To inform members of the rights of a religious objector.

SCOPE Members

POLICY STATEMENT SUN will ensure the rights of religious objectors according to the *Saskatchewan Employment Act* and the Supreme Court of Canada.

PROCEDURE Dues paying non-members of SUN are those employees who choose not to belong to the Union at the time of certification, and those who are excluded by the Labour Relations Board on the grounds of religious objections. Please note that while religious objectors do not pay dues directly to the Union, they are considered for all purposes, to have the same rights as other dues-paying non-members.

For clarity, in keeping with the *Saskatchewan Employment Act*, nurses who are not members of the Union retain the following rights relative to the bargaining unit:

- ◆ The right to vote on a strike.
- ◆ The right to vote in a Ratification Vote ordered and supervised by the Labour Relations Board.
- ◆ The right to vote in a Final Offer Vote if the strike has gone longer than thirty (30) days and the vote is conducted by the Labour Relations Board.
- ◆ The right to fair representation in grievance and rights arbitration proceedings.



Further, the Union recognizes that in keeping with Supreme Court of Canada decisions on this matter, non-members also have rights under the Collective Agreement as bargaining unit members.

The Multiple Sclerosis Society shall be first choice and the Saskatchewan Association for Community Living shall be second choice recipients for religious objectors' union dues.

APPROVED