

APRIL
2014
TO
MARCH
2015

A YEAR in REVIEW

SUN'S OPERATIONAL HIGHLIGHTS

SUN Spots

2014 - 2015 | OPERATIONS REPORT

OFFICIAL NEWSLETTER OF THE SASKATCHEWAN UNION OF NURSES



Carla Hartman, RN;
MTD Stock Photo

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2014 – 2015 SUN Board of Directors



EXECUTIVE SUMMARY

SUN's vision is to build, support and empower *Healthy Members, Healthy Union, Healthy Communities* — and with each milestone event we passed in the last year, we did just that.

In 2014, SUN turned 40 years old marking four decades of strength, solidarity, passion and determination. In true SUN fashion, we began our next 40 years continuing our tradition of being strong advocates for patient safety, professional standards, accountability, and equality.

Healthy Members

This past year, SUN members stood strong, they stood proud, and they stood together as they faced challenge after challenge. There was the threat of being forced out of their bargaining unit with the proclamation of new labour legislation, the underlying threat of the profession they worked so hard to achieve and maintain, slowly being erased through the introduction of new governing bylaws for Licensed Practical Nurses (LPNs), and lean initiatives that continued to affect their ability to provide high quality, safe patient care while meeting their professional standards.

But through it all, SUN members — with their strong history behind them — came together and accepted the challenge, faced the challenges with poise, grace and the evidence needed to change the tides. Lean was scaled back with the hopes of more value placed on input from the frontline staff and the proposed LPN bylaws were postponed, providing the opportunity for registered nurses to be consulted during the process.

Even when things looked to be their worst — SUN members took the time to publicly share what it means to be a registered nurse. SUN's *Making the Difference* campaign reached new heights this past year — with a record number of SUN members getting involved and our Facebook and Twitter presence grew as proud SUN members shared with the world how proud they were of their profession, their colleagues and their Union.

Healthy Union

Without the strength of our members, SUN could not have achieved the significant milestones we have over the past year. Their support, guidance, dedication and passion fuels SUN, pushes us to challenge others, question processes and to fight for fair legislation.

It is because of our members, and the profession they chose and love, that over the past year SUN was able to secure an exemption from the *Saskatchewan Employment Act's* supervisory language and protect their right to be a part of SUN. It is because of their voice and their concern for patient safety that SUN was able to have an impact on the LPN bylaws. It is because of our members' strong belief in fairness and equality that SUN was able to play a key role in securing the right to strike for union members across Canada through the Supreme Court of Canada decision concerning essential services legislation in Saskatchewan.

These milestones are proof that when push comes to shove, registered nurses and their Union will not sit idly by and allow injustices to happen. This is a sign of a strong and healthy Union.

Healthy Communities

SUN and our members believe that in order to have a strong Union with a dynamic membership, we need to appreciate and understand the values and needs of the communities we serve; we need to support others who have the same core values and goals as SUN. In short, in order to have a healthy Union, we need to have healthy communities around us.

SUN members are proud to care for communities across the province on a daily basis, to care for their friends, their neighbours and their community families. It is in their honour that SUN, as an organization, is proud to provide financial support, on an annual basis, to community organizations that align with the goals of SUN's mission, vision, and values and has a focus on the social determinants of health.

Throughout this Operations Report one will see the many activities SUN has embarked in over the past year to build healthy members, healthy union, healthy communities. This is not just a vision; it is truly who we are.



SUN members, Kaitlin Wasnik, RN (nurse) and Heather Sotelo, RN (mother) with her daughter Sophia; MTD Stock Photo

HEALTHY MEMBERS



A healthy membership is the backbone of a strong union. SUN is honoured and proud to have the membership we have — strong, vigilant, passionate, compassionate, dedicated members that take pride in their profession and their convictions.

How does SUN continue to build and support healthy members?

Making the Difference

2014 was a great year for SUN's *Making the Difference* (MTD) public awareness campaign as we increased both member and audience engagement. The numbers really speak for themselves.

Due to strong, established relationships with media suppliers, we were able to secure 43% (over \$280,000) bonus advertising for the year, by leveraging reduced rates — an outstanding return on investment when coupled with public survey results demonstrating success in achieving campaign goals.

- Television delivered our message 85 times to 85% of our audience.
- Radio delivered our message approximately 15 times to 65% of the audience.
- Billboards delivered almost 27 million impressions.
- Online ads delivered almost 13 million impressions.
- Movie theatre ads delivered 750,000 impressions.

New Website

In February 2015, MTD's website took on a new look. Utilizing the talents of C-Street and the Nation Builder platform, MTD developed an eye-catching, fully interactive website built to engage the public as SUN members and leading Canadian researchers articulate the value and role RNs, RPNs and NPs play on the healthcare team.

The new website provides visitors with the opportunity to look, listen and read about the research and evidence behind why registered nurses make a difference on the healthcare team. The new platform allows visitors to engage with the campaign beyond their first visit by signing up to receive alerts for new video posts, connect to research documents, join the conversation through social media, or to endorse future campaign initiatives.

Since its launch, the MTD website has gained 9,919 supporters and 1,837 followers.

Member Engagement

In the past year we have seen a growing interest from members interested in taking part in the campaign. Last year the MTD campaign saw a significant increase in SUN members taking part — every registered nurse you see in a MTD or SUN advertisement is a proud SUN member who has volunteered their time to become a part of the campaign.

The pride SUN members have for their profession and for their Union comes shining through when they are given the chance to take part in the campaign. A recent comment about our campaign from Christine Trenton, RN, from Regina, says it all:

"I just wanted to say thank you very much for allowing me to be a part of this campaign! I was sent my photo

in the leader post today! [below] I'm super proud and grateful to be a part of representing Registered Nurses! Being a Registered Nurse is a valuable and vital profession and I'm blessed to work with a dedicated team of Health Care professionals that place patient care at the fore front. I'm passionate about having the ability to impact the quality of care of life for another human being. Because of my experiences with my co-workers and patients my heart has been touched countless times."

Social Media

The use of social media has been a great asset for SUN and our public awareness campaign — our followers on Facebook and Twitter continue to grow providing us with increased opportunity to reach unique and engaged audiences. In addition to utilizing social media as a means of communicating with SUN members, we also use this interactive tool to promote our MTD campaign and reach targeted demographics while keeping a finger on the pulse and climate around us.

A key goal in 2015 will be to increase engagement (capacity and supporters) for the MTD campaign, which will include increasing our presence on social media platforms (Facebook, Twitter, LinkedIn, Google).

Wear White Campaign

In December 2013, SUN members embraced a wear white campaign in an effort to **Stand Out** as professionals and to **Stand Up** for patient safety and the registered nurse profession. The momentum and enthusiasm for the Wear White movement has continued to grow throughout the past year.

By wearing white scrub tops or shirts, SUN members are able to show pride in their profession, to be more

SPLIT-SECOND DECISIONS
make the difference

TAKE A SECOND:

MAKING THE DIFFERENCE.CA

Proud
Registered
Nurse

visible to their patients and visitors, to protect their collective rights, and draw attention to patient safety. Over the past year, members have indicated that the feedback from patients and families has been positive and public support continues to grow.

“As a registered nurse our white uniform tells the public and our patient(s) who we are — its that simple. It tells the patient we are their registered nurse and with that it brings knowledge, it brings education, and it brings experience.”

Gail Kizlyk, RN

Protecting the Profession: Seeking Role Clarity

In September 2014, SUN became aware that the Saskatchewan Association of Licensed Practical Nurses (SALPN) had been directed by the Ministry of Health to make amendments to the governing bylaws which dictate the duties and role of the LPNs in Saskatchewan. This was of great concern for SUN, as the proposed changes were a direct duplication of the RN and RPN roles.

While SUN has always been open to the expansion of scope of practice, our concerns were rooted in the need for attention to be paid to the information provided by the educational institutions regarding the differences between foundational knowledge and education the LPNs receive in contrast to that of the RN and RPN programs. According to the Ministry of Health, the initial intent of the bylaw revisions was to provide role clarity among the nursing professions, which SUN supports. However, SUN continues to have concerns and is working to seek clarification on the demonstrated need for such changes; the formal education required to support the changes; the research, evidence and national standards backing the proposed changes; and clear definitions for a framework to provide guidance in decision making moving forward.

It became apparent that the above elements were not included in the new bylaws and out of concern for safe, higher quality patient care and their professional responsibility, SUN members took a stand to protect patient safety and their profession.

In a matter of days, over 3,000 registered nurses — academics, managers, SUN members and other

unionized RNs — signed a petition calling upon the SRNA to hold a special meeting where registered nurses may voice their concerns and provide the SRNA with the necessary guidance as they move forward in withdrawing their support for the proposed changes. The proposed bylaws were initially slated to be discussed and voted on during SALPN's October 21 membership meeting.

Due to the attention brought about by the petition, the October 21 LPN meeting was postponed until April 2015 and a special membership meeting with the SRNA, called for on October 6, 2014, in Saskatoon, was secured.

On October 6, for three solid hours, RNs and Nursing Students rose to the microphone to passionately and respectfully explain their concerns and fears with the proposed changes to the LPN bylaws. Each time a member spoke, they clearly articulated and valued the different roles the LPNs and RNs play, they expressed the issues they foresaw, presented solutions, and asked the SRNA Council how they planned to proceed moving forward.

In January 2015, the SRNA conducted a focus group with the purpose of participants providing the SRNA, and in turn SALPN and the Government, with feedback regarding concerns and solutions around the bylaws and supporting authorized practice documents.

Since the October 6, 2014, meeting SUN has been in constant communication with the SRNA and the Ministry of Health to discuss the proposed LPN bylaw and practice changes. At the time of publication, SUN and the SRNA still have a number of concerns with the latest version (February 2015) of the proposed bylaws; both organizations continue to express their concerns, calling for role clarity and decisions based on educational preparations.

Grievance and Arbitration: Protecting Members Rights

Grievances are SUN's way of holding the Employer accountable for respecting your rights under the collective agreement. While every effort is made to resolve an issue without filing a formal grievance, there are situations that warrant the next steps.

In 2014, SUN filed a total of 113 grievances. The most common subjects in which grievances were filed include, but not limited to: Staff Development, Vacancy Posting, Disciplinary Penalty, Annual Vacation, and Hours of Work.

When all else fails in finding resolve to a grievance, SUN will carefully consider sending a case to arbitration. Arbitration decisions are a binding ruling that both parties must adhere to. Arbitration decisions are extremely helpful in resolving grievances and/or reviewing the merits of each case prior to the arbitration stage.

In 2014, SUN advanced 43 grievances to the Arbitration stage of resolution, with three (3) arbitration awards received in 2014. Many of the grievances are settled in advance of arbitration dates, to the satisfaction of the member and/or Local.

1. Portability of Benefits

Issue: When sick leave credits are being accessed, are current credits being accessed first or are prior credits (i.e. “first in/last out” or “first in/first out”)?

Findings: The Board of Arbitration agreed with SUN that it was not reasonable to deny an Employee access to sick leave credits that had been accrued over a long period of time and that the Grievor was entitled port sick leave credits when she was rehired. The ruling was on both an individual and policy grievance.

Note: The Award also directed that the Employer similarly recalculate the sick leave entitlement of any other Employees whose circumstances parallel those of the Grievor, provided their claims were brought forward by the Union within 6 months of the date of this Award.

The Grievance was successful.

2. Vacancy – Improper Posting

Issue: Was the Employer required to post the temporary (full-time) vacancy created by a maternity leave? If so, was the Employer required to post the position for a full-time temporary vacancy?

Findings: SUN’s opinion is that the Collective Agreement does limit management rights with respect to posting and filling of postings, in Articles 27.01 and 27.02. The starting point is that, although we may not like it, the jurisprudence is clear that no matter what the language says, a requirement to post vacancies only becomes actionable where there is adequate work, in the opinion of the Employer, to justify the filling of that position.

SUN believes the unreserved management right is to determine whether there is a job of work to be done; once objectively determined that the job of work exists, it must be posted. In addition, Article 27.01(d) sets out the limited circumstances where the Employer can choose not to fill the posting — it does not set out an ability to give notice of an intention to reduce hours.

Unfortunately, the majority of the Board concluded that “In the absence of an express provision restricting the Employer ... the Board finds that the decision to determine the hours of work for this temporary vacancy was within the scope of management rights expressly reserved in the collective agreement.”

The Grievance was unsuccessful.

3. Discipline – Alleged Misconduct

Issues: Was the termination of the Grievor excessive in the absence of progressive discipline? What conduct by the Grievor has the Employer proven on a balance of probabilities, and does the proven conduct of the Grievor justify some form of discipline?

Findings: The Arbitration Board found there was no progressive discipline in this case. The fact that a number of incidents involving a number of complaints all came to the Employer’s attention at one time, which lead the Board to find that termination was not excessive discipline in these circumstances justified.

The Employer relied on the seriousness of the facts as found in the investigator’s report, as grounds for termination. Any additional information that came out in the hearing was not a reason that the Employer relied on for termination.

The Grievance was unsuccessful.

Member Inquiries

Everyone's knowledge and understanding of their collective agreement and workplace rights are different. SUN's Member Inquiry system, also known as Duty Roster, is SUN's internal system designed to answer member questions or provide clarification and guidance on individual issues.

In 2014, SUN received 2,046 member inquiries — each one responded to by our dedicated staff. Inquiries received range from questions regarding: shifts and scheduling; granting and posting of positions; leaves of absence; professional practice concerns; labour relations and discipline issues; and pension and benefits, to name only but a few.

Nursing Advisory Process: Protecting Professional Standards

The issues SUN members face go far beyond the Collective Agreement. As registered nurses your questions and concerns are often related to your professional practice and ability to provide safe, quality care while meeting your professional standards.

Developed in 1982, the Nursing Advisory Process is a formal mechanism designed to give registered nurses the voice and strength to document their professional practice concerns. Through Work Situation Reports (WSRs) and Professional Practice Reports (PPRs), the Nursing Advisory Process is able to build the documentation and evidence required to advance member concerns and address the issue.

SUN is currently looking, on a number of levels, to update the Nursing Advisory Process and make improvements to the effectiveness and timelines for the process. SUN is also looking to build upon recent IAC successes, which demonstrates the value of documentation and research and evidence.

In 2014, SUN members filed 868 WSRs, with staffing concerns representing 81% of the reports filed; other subjects include, but are not limited to equipment/supplies, education/orientation, communication, policies and procedures, and environment.

SUN members with questions concerning their professional practice are encouraged to call SUN Provincial's Duty Roster system and speak to a member of our Professional Practice team.



Nurse Research and Practice Advisor, Beverly Balaski, RN BN MN, updates members on the impact of the proposed LPN bylaw changes during the 2014 Annual Meeting

Member Education: Building a Solid Base of Skills Knowledge

SUN's Annual Education Conference was delivered on October 1 and 2, 2014, in Regina at the Queensbury Convention Centre. The format for this year's conference was the same as previous years — one day focusing on big picture issues that affect SUN members as union members and as registered nurses, and one day focusing on union education that meets the needs of our unique membership.

Given the close proximity to the SRNA Special Meeting (October 6, 2014) the plenary portion of the Education Conference provided members in attendance with the research and evidence in support of replacing registered nurses with registered nurses (like for like) in the workforce and a better understanding of the proposed LPN bylaws changes in preparation for the October 6 meeting.

Throughout the year, SUN's Nurse Practice Officers and Nurse Research and Practice Advisors present education sessions on professional practice at the request of the Locals. Last year, education sessions conducted by our Professional Practice team reached over 1,000 SUN members across the province.

Pension and Benefits

Regina Civic Pension Plan (RCPP)

On July 27, 2014, the Saskatchewan's Deputy Superintendent of Pensions announced that the province is considering cancelling the RCPP plan, noting that the plan hasn't been meeting its minimum contributions for a number of years.

On November 21, 2014, the parties to the plan announced a negotiated settlement as the basis for a joint submission to the Superintendent of Pensions. On November 24, 2014, Regina City Council unanimously voted in favour of this proposed plan.

On March 11, 2015, the Government of Saskatchewan accepted the recommendations brought forward by the Financial and Consumer Affairs Authority (FCAA) to amend the pension plan as negotiated between the City of Regina and the Civic Pension and Benefits Committee. The proposed amendments to the regulations will include:

- A longer period of time over which the unfinished liability in the plan can be paid off;
- A removal of the requirement that solvency deficiencies in the plan be funded, and;
- A provision that contribution rates in the plan can't be reduced until the unfunded liability established in the next actuarial validation report is paid off or eliminated.

SUN has over 400 current and retired members in the Civic Pension Plan. This approval is welcome news and has put an end to a prolonged period of uncertainty.

Extended Health and Dental Benefits Plan Lawsuit

Over the course of the last nine (9) years there have been numerous discussions and legal proceedings in regard to the accounting practices used in administering the Extended Health and Enhanced Dental Plan. Throughout the year SUN, along with the other healthcare unions (CUPE, SEIU, SGEU, HSAS and RWDSU), continued to advocate for Extended Health and Enhanced Dental Plan improvements, and the implementation of governance provisions.

In November 2014, SUN was pleased to announce to members that they were satisfied with the notification from 3sHealth on November 17, 2014 wherein they stated:

"Going forward, each Union will be provided a quarterly report showing the status of funds held for the Extended Health and Enhanced Dental Plans. The Mercers' report will be modified to report activities by Union at our insurer including: premiums paid, claims, expenses at the insurer and reserves held at the insurer. Annually, the Audited Financial Statements will be presented to the Working Group Committee for review and discussion. As well, a new section will be added to the financial statement that will show the status of each unions' funds at year end."

Extended Health and Dental Benefits

SUN started the year off with doing comparison shopping for an extended health and dental benefits plan that provides SUN members with the same coverage at a better price. Following a thorough review of the benefits plan options available, it was determined Great West Life (GWL) would be retained as the insurer. There will be no disruption to members and the plan had increased savings over \$700,000.

Effective January 1, 2015, the 3sHealth Extended Health Care Plan will be providing increased Vision Care Benefits to plan members. The reimbursement maximum for the purchase of prescription eyewear will increase from \$200 every two (2) years up to \$300 every two (2) years. The \$300 maximum will be pro-rated for other than full-time employees working less than 80% of full-time. The Extended Health Care Plan will also continue to provide coverage for eye exams; one (1) exam every 24 months for adults and one (1) exam every 12 months for dependent children.

The new \$300 maximum will be applied upon the next occasion you are eligible to purchase eyewear. For example if you purchased glasses in July 2014 and received the \$200 reimbursement (or pro-rated amount), you will be eligible for the \$300 benefit in July 2016. If members have any questions, they should contact a Benefit Services Officer at 3sHealth at 1.866.278.2301 or by email at ebp@3shealth.ca.

In addition, the Committee is currently working on plan enhancements to hearing aid coverage and orthodontics.



No healthcare worker should be exposed to Ebola.

Retweet if you agree.



Occupational Health and Safety

In October 2014, the threat of the Ebola Virus Disease (EVD) in Canada, and in Saskatchewan, became a reality for registered nurses and healthcare providers across the country. The threat remained low, however, the suspected cases in British Columbia, Alberta and Ontario and the second confirmed infection of an RN in Texas hit too close to home for comfort.

SUN, along with our fellow CFNU Member Organizations (MOs), followed the situation very closely and worked together to ensure all nurses across Canada have protection in the event of a pandemic outbreak.

The CFNU recommended, at minimum, Employers and provincial Health Ministries follow the guidelines set out in the Ontario Chief Medical Officer of Health Directive (October 17, 2014), where by frontline staff were provided at minimum a fit-tested N95 respirator, face shield, full body barrier protection, and double gloves.

On October 22, 2014, SUN sent communication to all Regional Health Authority CEOs and Vice-Presidents of Human Resources to reinforce the CFNU's message of developing procedures and policy directives based on the precautionary principle throughout all planning stages and ensuring at minimum, registered nurses and other healthcare providers are provided the personal protection as outlined above.

To assist our members in the workplace, SUN produced an Ebola Preparedness resource guide for Local Executive and OH&S representatives.

CFNU's Ebola Preparedness campaign uses social media to draw attention to safety concerns

Connecting with Future Members

Building a relationship with the nursing students in Saskatchewan is of great importance to SUN. As future colleagues and SUN members, SUN is dedicated to connecting with the students as a means of hearing their concerns, answering their questions, and opening doors for them to get involved in their soon to be union.

This past year SUN went beyond being a guest speaker on campus or attending the career fairs in both Saskatoon and Regina. In the fall of 2014, SUN reached out to the students to discuss the proposed LPN bylaws, the impact the changes will have on their profession, and to listen to their concerns and experiences with the changing professional environment. SUN was honoured to assist the students in developing their own petition concerning the LPN bylaws as future SRNA members.

In January 2015, Regina hosted the 2015 Canadian Nursing Students Associations (CNSA) National Conference, which SUN was honoured to have been a platinum sponsor of the event. Attending the conference each year is great way for SUN to connect with and learn from nursing students not only from Saskatchewan, but also to promote the province to students from across Canada.



SASKATCHEWAN
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The image shows a close-up of a white fabric sleeve with an embroidered logo. The logo consists of the word "SASKATCHEWAN" in green, uppercase letters at the top. Below it is a large, bold, yellow letter "S" with a green outline. To the right of the "S" are the letters "UN" in the same yellow, bold, outlined font. At the bottom of the logo is a green horizontal bar containing the words "UNION OF NURSES" in white, uppercase letters.



HEALTHY UNION

A healthy union is one that is active, robust, has sound processes and beliefs — SUN is a healthy union. In 1974 SUN was formed out of a need for a collective voice to achieve fairness, equality, and respect for registered nurses, to act as strong advocates for patient safety, as well as the registered nursing profession. Today, 40 years later, SUN continues to uphold those same goals.

Strategic Direction

In our ever changing and often challenging environment, the Board of Directors believes it is crucial that SUN is equipped to influence, implement and evaluate both the process and progress of transformational changes in healthcare but also to positively influence changes in labour legislation and agendas of the government. SUN's strategic plan guides us as we pass each milestone and navigate each obstacle giving us a framework to focus on what matters most: those make or break issues that hold the greatest potential and/or the greatest threat.

In May 2014, the SUN Board of Directors set three (3) key strategic directions for 2014-2016:

1. Build on our leadership role that achieves quality, safe patient- and family-centred care;



Deanna Barlow, NP; MTD Stock Photo

2. Build on our credibility as a union to positively influence the legislative and social agendas of governments; and
3. Protect the exclusive, unique and essential role of registered nursing in healthcare.

Saskatchewan Employment Act

On April 29, 2014, *The Saskatchewan Employment Act* was proclaimed, which was concerning to SUN as it carried a significant threat to those members working in a supervisory role and their ability to continue to be SUN members.

On May 1, 2014, the Minister of Labour Relations and Workplace Safety, Don Morgan, confirmed that all SUN members will be exempt from the supervisory language that indicated Employees in a supervisory role cannot be in the same bargaining unit as Employees in which they supervise.

This language within the regulations indicates that all Registered Nurses, including Nurse Practitioners, and Registered Psychiatric Nurses, working in an in-scope supervisory role and under *The Registered Nurses Act* and/or *The Registered Psychiatric Nurses Act* will be excluded from the supervisory language under *The Saskatchewan Employment Act*.

Specifically for SUN members, this means that all SUN members working in a supervisory role — or not — will not be effected by the supervisory provision of the new legislation and will remain within the SUN bargaining unit.

Negotiations

Negotiations concerning a renewed SUN/SAHO Collective Agreement have not taken the traditional path in this round of bargaining and are taking longer than members have been accustomed to in previous rounds. The Provincial Negotiations Committee had not originally anticipated this turn of events and remains committed to achieving the bargaining priorities as set by the members at the 2013 Bargaining Conference.

The Committee's number one priority heading into bargaining was the protection of the bargaining unit. A critical challenge for SUN, as well as other unions in Saskatchewan, was the new *Saskatchewan Employment Act* that mandates separate bargaining units for "supervisory employees". This issue was raised in discussions and SUN's continued efforts made it possible for SUN members to achieve protection from the new supervisory language through an exemption for registered nurses. This was a significant victory for SUN but only one piece of what was needed to be achieved.

As discussions continue, SUN continues to analyze the labour relations and professional environment to remain alert to challenges and opportunities. Since late fall 2014, it has become abundantly clear that the biggest challenge and obstacle in protecting the bargaining unit and profession is the issue of role clarity and protecting the role and value of the registered nurse. Addressing concerns regarding role clarity is critically connected to our work at the bargaining table. While SUN recognizes that role clarity is the purview of the regulatory body, there are crucial points of overlap and the issue cannot be separated out from ongoing conversations entirely.

Essential Services Legislation: Supreme Court of Canada Decision

On January 30, 2015, the Supreme Court of Canada (SCC) made its long awaited ruling in *Saskatchewan Federation of Labour (SFL) v. Saskatchewan* regarding the province's *Public Service Essential Services Act (PSESA)* (Bill 5). In a 5-2 decision, the Supreme Court of Canada ruled that the PSESA is unconstitutional, but the decision goes further and entrenches the right to strike as a Constitutional right.

Immediately recognizing the impact this legislation would have on all registered nurses in Saskatchewan,

SUN has taken a vested interest in the outcome of this challenge since the PSESA's introduction in September 2008. SUN has taken a fair and responsible approach to essential services planning in preparation for bargaining; however, we believe that these plans should be negotiated between the Union and Employers and when necessary, to have a third-party, independent adjudicator determine the Essential Services Agreement or the terms of settlement for the Collective Agreement.

At the time of publication, SUN's legal team was currently conducting an in-depth analysis of the Supreme Court ruling and the overall impact and implications this will have on SUN members.

Government and Stakeholder Relations

Over the past year, SUN's Government Relations team has been busy at work addressing concerns raised by the members around lean initiatives and implementation, renewal of the Tripartite Partnership Agreement, and the expansion of the LPN bylaws. This strategic and complex work is critical in ensuring member concerns are addressed and requires a great deal of patience and negotiation in order to achieve the best possible outcome not only for SUN members but also for the people of Saskatchewan.

SUN continues to meet with government to stay attuned to the political environment and contribute solutions to important healthcare issues in the province.

SUN also continues to meet a number of key stakeholders, including representatives from the Saskatchewan Registered Nurses Association (SRNA) to discuss common concerns, changes to healthcare legislation, and to develop joint strategies for enhancing the role of the Registered Nurse.

In addition, SUN continues to work with the staff and Council at the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) to address common concerns, changes to healthcare legislation, research opportunities, and to develop joint strategies for enhancing the role of the Registered Psychiatric Nurse.

In addition to discussing broad areas of concerns all three organizations face, SUN, SRNA, and the RPNAS continue to collaborate on addressing the expansion of the LPN bylaws and the direct impact



Brooks Brhelle, RPN; MTD Stock Photo

these proposed changes will have on our shared membership.

On January 21, 2015, Donna Trainor RN, SUN Executive Director, accepted an invitation from the SRNA to participate in a facilitated discussion and focus group concerning the most recent version of the proposed LPN bylaws. This focus group was a great opportunity for those involved to review the academic requirements for both professions; to express concerns regarding the technical language of the bylaws and the foreseen implications should they be passed; and to provide direct feedback to the SRNA to then be relayed to SALPN.

Discussions concerning the renewal of the Tripartite Partnership Agreement have predominantly focused on role clarity and scope of practice concerns; resolution to these items are closely connected to the work of the SRNA concerning the proposed LPN bylaws.

Membership Survey: Providing SUN with Valuable Insight

During the week of February 16, 2015, SUN conducted our annual Member Survey, polling members on subjects including, but not limited to, patient safety, quality of care, new initiatives, and union accountability and transparency.

This annual telephone survey, conducted by Praxis Analytics on SUN's behalf, provides SUN with valuable member feedback, insight, and direction on key issues facing registered nurses across the province.

At the time of publication, results from the telephone survey have not been received and/or reviewed by SUN.



ST. PETER'S

HEALTHY COMMUNITIES

A healthy community is much more than just being physically healthy — it is about having all your needs met, feeling supported, as well as being heard and respected.

Building healthy communities is at the core of what we do — advocating for safe, high quality, publicly funded and accessible healthcare. Creating healthy communities is twofold for SUN — we must understand and appreciate the needs, perspectives and ideals of the people we serve and we must share our good fortune to enhance and support social determinants of health in each community.

Public Opinion Matters

Each year SUN conducts a public opinion poll to gain a better understanding of what issues matter to the public, how their values align with those of the organization and their perception of SUN and our members.

This valuable information guides SUN in developing public relations strategies, key messages for connecting with the public, and government and stakeholder discussions.

Highlights from the 2014 Public Opinion poll, conducted by Praxis Analytics, include:

- **Health continues to dominate as the issue that matters most in the quality of respondents' daily lives, and as the issue given highest priority for provincial government attention:** Health was cited by over four in ten (43.7%) as a factor in the quality of their lives, off somewhat from 48.7% in 2012 but still far ahead of the next most-mentioned factor (family and relationships, 19.0%).

Sandbags protect the Melville Hospital from rising waters (summer 2014); Photo courtesy of Grasslands News Group – Melville Advance

- **On the better/worse comparison, a third (34.2%) see care worsening versus a fifth (19.4%) seeing it improving.**
- **Registered nurses and nurse practitioners receive very high ratings for conducting themselves professionally:** Respondents say that the RNs and NPs they dealt with performed exceptionally well in conducting themselves professionally (4.49). Respondents also say that the RN or NP performed very well in explaining what they were doing (4.41) and answering questions clearly (4.38).
- **Important to be able to identify which health service professional is delivering care; identification could be improved:** While 78.1% overall agree that it is important to know the professional designation of the person dealing with them, only 44.8% of respondents agree it is easy to identify the profession of the healthcare professional.
- **Nurses' care rates at the top of the list:** Registered nurses (4.08) and licensed practical nurses (3.93) receive top ratings, though only marginally above those for doctors (3.80) and care aides (3.76) in terms of the quality of care they provide.
 - The rating for registered nurses is up from 2013 (3.95) while the rating for licensed practical nurses is down (4.00).
- **A majority (55.6%) believe there is a difference between an RN and an LPN:** main difference is in level of education.
- **Acquired knowledge, level of care trained for and skill at identifying health issues are top factors in ability to provide quality care:** Respondents rate acquired knowledge (4.52), level of care they have been trained to provide (4.46) and skill at identifying health issues (4.42) as most important in a nurse's ability to provide the best-possible care.
- **Confidence in registered nurses (4.24) rates only below pharmacists (4.37):** Nurses rate above other publicly-paid occupations: doctors (4.18), police officers (3.96) and teachers (3.90).
- **A strong majority feels there are too few registered nurses working in their communities:** 70.9% (the highest level in the past three years) say there are too few registered nurses.
- **Concern evident over replacing registered nurses with other providers:** A substantial majority (61.4%) indicates it is concerned about the effect of replacing registered nurses with other care providers.
- **Most respondents feel it is unacceptable for long term care facilities not to require a registered nurse on duty:** 53.6% say this is unacceptable, more than doubling the 22.9% who say it is acceptable.
- **SUN continues to receive high marks,** among those familiar with the union, for effectively representing nurses in the workplace (3.74), for being answerable and open to its members (3.47), for contributing to improvement in healthcare (3.39) and for being open and honest with the public (3.20). All levels have increased since 2013.

Community Investments

Throughout the year SUN supports a variety of community projects and events with the goal of improving the social determinants of health and advocating for those who do not have a voice. Through our donations to a variety of organizations (over \$100,000), SUN has made a difference in the lives of many — extending beyond our patients and beyond Saskatchewan.

- United Way
- Kids Help Phone
- Farmland Legacies
- Canadian Centre for Policy Alternatives (CCPA)

2014 Community Support Investment

Since 2007, SUN has been honoured to be able to play a part in building healthy, strong communities by making donations to organizations that do incredibly important work in their own backyard. SUN's annual \$50,000 Community Support donation is made in accordance with Membership Policy 030-M-2007.

Keeping with SUN's vision to help build healthy communities, in 2014 SUN presented two (2) deserving

community organizations in the Battlefords area close to our members' hearts with a financial contribution to support the incredible work they do.

- **AMGITS (\$25,000)** is the Saskatchewan Hospital Auxiliary — a non-profit organization with a purpose to help improve the quality of life for the patients who reside at Saskatchewan Hospital. The organization is also focused on turning STIGMA around as it pertains to mental illness. AMGITS supports strong community contact programs through Saskatchewan Hospital; promotes family involvement for the residents by hosting annual family social events; initiates fundraising events to provide direct patient comfort items for individuals, program areas and hospital units; and participates in campaigns designed to increase public awareness about mental illness. The funds provided by SUN's Annual Community Support donation was used to support the much needed revitalization of Camp Cosmo.
- **Battleford's Concern for Youth (\$25,000)** is a non-profit community based organization that began in May 1989. Outreach workers work with all youths and their families in the City of North Battleford, Town of Battleford, and the surrounding area; they also work collaboratively with all agencies in the Battleford's area. Concern for Youth uses a proactive approach to assist youth in making responsible decisions, acts as a liaison between youth and community programming; and raises the profile of youth issues in the community.

Farmland Legacies

In 2013/2014, the SUN Board of Directors initiated an annual donation of \$9,000 (approximately \$1 per member at the time) to the Farmland Legacies Legacy of One Project. The Legacy of One Project is built on the philosophy that when each one of us does a little, it adds up to so much more than what you can do alone.

SUN's initial donation of \$9,000 in 2014 went straight through Farmland Legacies, where every penny contributed went towards providing 20,000 servings of high quality beef protein to the provincial group of 27 food banks. SUN's donation for the 2015 beef season also helped the organization immensely as the need for quality food at our province's food banks continues to grow.

Saskatchewan Flood Relief Fund – Canadian Red Cross

During the summer of 2014, the southeast corner of the province received record amounts of rain fall resulting in rising water levels and subsequent flooding in the region. SUN members in the area and their fellow community members jumped into action to help those who had been greatly impacted. Recognizing the impact on our own members, SUN was quick to respond with a donation of \$5,000 to the Red Cross to support the communities impacted.

Next Up

SUN continues to support the education and mentorship of future leaders through our annual donation of \$5,000 to the Saskatchewan Chapter of the NextUp Leadership program.

CFNU International Solidarity Fund

The CFNU International Solidarity Fund supports initiatives that foster solidarity with the disadvantaged, whether their being disadvantaged is a result of a natural disaster or an unfair economic and social order. Over the past 12 months, SUN members have donated an additional \$3,330 to the International Solidarity Fund from donations and monies collected during Union events and meetings.

Women and Children's Shelter

Each year, at no cost to SUN, Efficom Inc. produces our pocket sized Nurses' Planner. To cover the production costs, Efficom Inc., on SUN's behalf, solicits local businesses to advertise their services to our membership; all proceeds from the advertising monies raised are donated to a women and children's shelter of SUN's choice.

Shelters are chosen as per the schedule set out in Membership Policy 030-M-2007 under Community Support Projects. Proceeds from the 2015 Nurses' Planner advertising sales will be donated to a women and children's shelter in the Estevan area. At the time of publication, the proceeds had yet to be received by SUN; the amount of proceeds is estimated to be around \$5,000.



SUN member Christine Demyen, RN, behind the scenes of SUN's newest *Making the Difference* commercial

LOOKING AHEAD

What does the future hold for SUN and our members? If only we had a crystal ball.

While currently there are a number of unresolved and evolving areas of concern that still remain, SUN remains committed to meeting the needs of our members, the patients they care for and the communities in which they live.

Community Investments

In 2015, SUN will be looking to invest in Community Support Projects in the Estevan area. Please refer to the Membership Policy 030-M-2007 for process and guidelines.

Government and Stakeholder Relations

SUN continues to voice the concerns of our membership and offer solutions in regard to patient safety and role clarity and other crucial issues in the healthcare system. SUN will also continue to look for all opportunities to work jointly with Ministry officials, the SRNA, and RPNAS in an effort to retain the current registered nurse workforce. Through these collaborative efforts SUN remains focused on ensuring the appropriate number of registered nurses are working in Saskatchewan facilities to meet the needs of our growing population and ensure safe, high quality care.

Negotiations and Partnership Discussions

The issue of role clarity and scopes of practice are closely — and critically — related to the current round of negotiations and partnership discussions. The outcome concerning role clarity will have a direct impact on SUN's bargaining priorities in which we wish to address — workload, safe staffing levels, delivery of health care challenges and the protection of the bargaining unit.

SUN remains committed to working collaboratively with the SRNA, RPNAS and the Ministry of Health to address the concerns around the proposed LPN bylaws and will be carefully monitoring the situation in relation to negotiations and partnership discussions.

At the time of publication, discussions remain focused on role clarity and possible renewal of the Tripartite Agreement; no dates have been set to discuss improvements to the language within the Collective Agreement.

Public Relations

In the year ahead, the *Making the Difference* campaign will continue to explore new opportunities and strategies to highlight and clarify the role of the registered nurse within our healthcare system and the value they bring to the broader healthcare team.

Making the Difference promises to continue to break new ground in 2015 and will be a great source of pride for SUN.

Role Clarity and Protecting the Profession

In the months ahead SUN will continue to closely monitor the situation concerning the proposed changes to the LPN bylaws and their overall impact on the profession and what that means for our membership, negotiations and ongoing discussions concerning a renewed Partnership Agreement.

SALPN is scheduled to present the proposed bylaws to their membership for approval on April 21, 2015. SUN will continue to work with the SRNA, RPNAS and the Ministry of Health to provide continuous feedback, on the proposed bylaws and related documents, to ensure there is a clear framework and scopes of practice in place prior to implementation of the new bylaws.

According to information available on SRNA's website, the process is scheduled to be finalized this summer following a 90 day Ministry review period after the April 21, 2015, SALPN Annual Meeting.

President Tracy Zambory, RN, along with Second Vice-President and Negotiations Committee Chair, Paul Kuling, RN, lead the Provincial Negotiations Committee through preparations for bargaining



PROVINCIAL COMMITTEES



Constitution, Bylaws and Resolutions Committee

The Constitution, Bylaws and Resolutions Committee (CB&R) consists of Darcee Lapointe, RN (Chair, Local 106); Kushal Kumar Sharma, RN (Local 107); Rachel Hyatt-Hiebert, RN (Local 69); Crystal Kuras, RN (Local 114) and Patricia Smith, RPN (Board Liaison, Local 126). The Committee is supported by Nina Johnson, Executive Assistant.

The current CB&R Committee has met three times since the 2014 Annual Meeting to review and recommend approval of the submitted Local and SUN District Council Bylaws. As a Committee, we updated the Constitution, Bylaws and Position Statements according to the recommendations from the 2014 Annual Meeting.

In January 2015, the Committee met to organize the presentation for the resolutions, amendments and the discussion papers for the 2015 Annual Meeting.

Finance Committee

Your Finance Committee consists of Tracy Zambory, RN, President; Denise Dick, RN, First Vice-President; Tess Gieg, RN (Local 107); and Deanna Larson, RN (Local 299); the ex-officio member is Executive Director, Donna Trainor, RN.

The Finance Committee's role includes making recommendations regarding financial implications of policy and administrative decisions to the Board; formulating annual budgets 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 2014-2015:

- October 16, 2014: Recommended approval of the 2015 budget.

- March 12, 2015: Recommended to the Board of Directors to accept the Audited Financial Statements.

To ensure SUN's investment policy remains relevant, the Committee met with a representative from RBC Dominion Securities, on October 16, 2014, to review SUN's investment portfolio.

The 2015 Budget was approved on October 16, 2014, with assumptions based on 8,600 members. Details of the 2015 Budget will be discussed during the First Vice-President's report to the Annual Meeting in Saskatoon.

The Committee met on March 12, 2015, with the Auditor to review the Audited Financial Statements.

Audited statements can be found starting at page 29 of this publication.

focused on addressing concerns around the protection of bargaining unit work. Following the exemption for registered nurses in the Regulations for the *Saskatchewan Employment Act*, the Committee turned their focus to role clarity. The Committee believes that without true role clarity issues concerning workload, safe staffing and solutions to health delivery challenges are very difficult to adequately address.

While the Committee recognizes that this round of negotiations has not taken the traditional path for bargaining and are taking longer than members have been accustomed to in previous rounds, the Committee is committed to ensuring they achieve the best possible settlement that not only meets the needs of the membership but also protects the future of the registered nursing profession. The Committee is looking to see resolve on a number of issues and are not prepared to rush to a conclusion in the interest of time.

At the time of publication, negotiations concerning improvements to the language within the Collective Agreement have not been initiated; discussions to this point have been primarily focused on the issues concerning role clarity and the renewal of the Tripartite Agreement.

In October 2014, Susanne Cyr-Philipchuk was appointed to the position of Community Based facilities representative on the Negotiations Committee as result of Charlene Falkiner retiring.

The Negotiations Committee encourages all SUN members to stay connected and up-to-date on their progress at the bargaining table by visiting SUN's web site (www.sun-nurses.sk.ca) and following us on Twitter and Facebook.

Your Negotiations Committee is:

- Tracy Zambory, RN
President
- Paul Kuling, RN
Second Vice-President and Committee Chair
- Pamela Todd, RN (Local 105)
Regina Base Hospitals Representative
- Janet Dziadyk, RN (Local 75)
Saskatoon Base Hospitals Representative
- Patricia Chubb, RN (Local 33)
Regional Hospitals Representative



Negotiations Committee members
Yvonne Hotzak, RN, and Elaine Janzen, RN

Provincial Negotiations Committee

The Provincial Negotiations Committee is comprised of 13 SUN members representing various sectors of SUN's membership. The Committee began its work during the summer months in 2013, following an intense orientation.

Since the Bargaining Conference in November 2013, the Negotiations Committee has been working diligently to address the priorities set for this round of bargaining. With the proclamation of the *Saskatchewan Employment Act* and the blurring lines between scopes of practice, the Committee has been

- Yvonne Hotzak, RN (Locals 43 and 238)
Long Term Care Representative
- Warren Koch, RN/RPN (Local 109)
Member from the North
- Roberta Jors, RPN (Local 276)
Mental Health Representative
- Leeann Potetz-Moore, RN (Local 276)
Public Health Representative
- Susanne Cyr-Philipchuk, RN (Local 78)
Community Based Facilities Representative
- Lenore McMillan, RN (Local 220)
Home Care Representative
- Elaine Janzen, RN (Local 113)
Integrated Facilities Representative
- Louise Wilk, RN (Local 98)
Canadian Blood Services Representative
- Cheryl Whitehead, RN (Local 99)
Extendicare Representative
- Kelly Miner
Chief Negotiator and Director, Labour Relations
- Donna Ottenson, RN
Employment Relations Officer – Negotiations
- Colin Hein, RN, BSN
Nurse Research and Practice Advisor
- Touly Katsiris
Office Assistant

Nominations Committee

The Nominations Committee meets three (3) times each year in Regina — Spring, Fall and Winter.

The Call for Nominations each year occurs by the first week of December, while the elections are defined in January.

This year the positions up for election are: President; Second Vice-President; Regional Representatives for Regions 1, 3, 5 and 7; Constitution, Bylaws and Resolutions Committee, Finance Committee, Nominations Committee and Program Committee.

There will be an election at the Annual Meeting for positions on the Constitution, Bylaws and Resolutions Committee, Finance Committee and Program Committee.

The Committee's goals for this last year were to have accurate, confidential and democratic elections prior to and at the Annual Meeting. This involved a review of the current electoral process and implementation of recommendations for improvements.

Our Committee is young but starting to gel as our experience with the elections continues to improve as members are nominating more candidates this year.

The Nominations Committee consists of Leslie Ann Strand, RN (Local 106); Shannon Mychan, RN (Local 62); and Garth Wright, RN (Local 106) (Chair). The Committee is supported by Deborah Graham, Office Assistant.

Program Committee

The Program Committee consists of Carole Smulan, RN (Chair, Local 290, 9 and 246); Christine Gullacher, RPN (Recorder, Local 266); Colleen Palchewich, RN (Local 107); Michelle Rae, RN (Local 276); Candace Lahoda, RN (Local 75); and Laurelle Pachal, RN (Board Liaison, Local 106). The Committee is supported by Cheryl Krett, Office Assistant.

The work of the Committee is closely related to SUN's vision of building *Healthy Communities*. Each year the Committee is tasked with researching community organizations that align with the goals of SUN's mission, vision, and values and has a strong component of the social determinants of health. The Program Committee is responsible for encouraging organizations which align with SUN's vision to apply for the financial support, reviewing the applicants, and providing the Board of Directors with a recommendation.

The 2014 recipients were two organizations in North Battleford, Battlefords Concern for Youth, and AMGITS — for more information on the recipients see page 18 of this publication.

As per Membership Policy 030-M-2007, the 2015 community is Estevan. At the time of publication, the Committee is actively gathering applications from Community Organizations in the Estevan area. Upon receiving the applicants, the Committee will review the merits of the organization(s) and project(s) and provide the Board with their recommendation(s). The Committee hopes to announce the recipient(s) of the donation at the Annual Meeting.

SUN members joined the 2014 SFL Convention delegates on the steps of the Saskatchewan Legislature in a rally to defend workers' rights; Photo courtesy of SFL, October 2014



AFFILIATE ORGANIZATIONS



Saskatchewan Federation of Labour

SUN has been a proud member of the Saskatchewan Federation of Labour (SFL) since 1996 and is active on the Executive Council, Solidarity and Pride Committee, Education Committee and Collective Bargaining Strike/Strategy Committee, as well as numerous working groups. In 2014, SUN was thrilled to have two (2) members join the SFL's Young Workers Committee — a first in SUN's history.

SUN dedicates time and resources to SFL conferences and schools, allocating SUN members and staff to assist with organizing and facilitating events. SUN also sponsors wages to ensure a registered nurse is available during the SFL Kids Camps each year.

The 59th Annual SFL Convention was held from October 29 – November 1, 2014, in Regina with 53 SUN members funded to attend the event, where they had the opportunity to participate in a variety of discussions ranging from health and safety at work to the environment and economy. This year's Convention provided additional educational components including plenary speakers and panel discussions focusing on a range of topics including the health accord, privatization, workplace safety, building strong unions, and more.

The SFL plays a role in ensuring the rights of Saskatchewan working people are protected through legislation and policies. This past year the SFL, along with SUN as an intervener, played a key role in challenging Bill 5 — *The Public Services Essential Services Act*, all the way to the Supreme Court of Canada. On January 30, 2015, the Supreme Court ruled the right to strike was a constitutional right — a significant win for SUN, the SFL and all working people in Saskatchewan and Canada.

Saskatchewan Association for Safe Workplaces in Health

SUN has been an active member of the Saskatchewan Association for Safe Workplaces in Health (SASWH) since its inception in March 2010, becoming one of the first unions to sign the safety charter.

SUN is proudly represented on the Board of Directors by two (2) SUN members — Randa Schikosky RN, Worker Director, and Denise Dick RN, Worker Director — Director at Large.

Ebola Virus: Personal Protection and Training

With the outbreak of Ebola Virus Disease (EVD) in West Africa, Saskatchewan's Ministry of Health, SASWH and the Regional Health Authorities acted immediately. In collaboration with the Ministry of Health, SASWH developed an instructor level program focusing on the proper procedures for donning (putting on) and doffing (taking off) personal protective equipment (PPE).

While the focus is on protection against transmission of EVD, SASWH's training material also includes general procedures for donning and doffing PPE. SASWH anticipates their instructor-level approach, along with diverse training materials, will build capacity and sustainability within each geographical health region — assisting Saskatchewan's healthcare industry with providing quality safety education and training related to EVD and other outbreaks requiring PPE.

Mission: Zero Partnership

Over the past year SASWH participated in a province-wide marketing campaign within *Business & Industry Magazine*.

This initiative was a partnership between WorkSafe Saskatchewan, Safe Saskatchewan, SASWH, Motor Safety Association, Heavy Construction Association, Safety Association of Saskatchewan Manufacturers, Enform and the Saskatchewan Construction Safety

Association. The goal was to bring awareness to *Mission: Zero* and to profile leaders who are helping make Saskatchewan safer through their commitment to *Mission: Zero* and the Health and Safety Leadership Charter.

Canadian Federation of Nurses Unions

Over the past year, the Canadian Federation of Nurses Unions (CFNU) has been an active leader in addressing Ebola preparedness across Canada, ensuring nurses in every province are provided with the highest standards of personal protective equipment (PPEs).

CFNU continues to advocate for the renewal of the Health Accord, programs such as medicare and pharmacare, protecting and improving the Canadian Pension Plan, affordable housing, anti-poverty legislation, refugee health benefits, as well as seeking improvements to the social determinants of health.

In July 2014, the CFNU took its message about pharmacare directly to the premiers during the annual meeting of the Council of the Federation. The CFNU co-hosted the meeting with Premier Ghiz of Prince Edward Island, where it was clear that there is a great deal of momentum behind implementing pharmacare, and that the provinces understand the importance of using those funds saved by implementing pharmacare to reinvest in healthcare.

In October 2014, the CFNU followed up on their highly successful meeting with the premiers with an event for the country's health ministers, co-hosted with the Canadian Nurses Association. The round-table was focused on safe staffing and provided an opportunity for nurse leaders and health ministers to have a wide-ranging and frank discussion. SUN President, Tracy Zambory, and Amber Alecxe, Director, Government Relations and Patients and Families First, attended the event taking advantage of the opportunity to talk with Ministry officials from Saskatchewan.

FINANCIAL REPORTING



Expenses

\$ 2,564.00

\$ 1,256.00
\$ 1,478.00
\$ 254.00
\$ 369.00
\$ 741.00
\$ 4,850.00

Interest

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 meet periodically and separately with, both the Committee and management to discuss their audit findings.

March 17, 2015



Executive Director



President

Independent Auditors' Report

To the Members of Saskatchewan Union of Nurses:

We have audited the accompanying financial statements of Saskatchewan Union of Nurses, which comprise the statement of financial position as at December 31, 2014, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Saskatchewan Union of Nurses as at December 31, 2014 and statements of operations and changes in net assets and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Regina, Saskatchewan

March 17, 2015

MNP LLP
Chartered Accountants

Saskatchewan Union of Nurses
Statement of Financial Position

As at December 31, 2014

	2014	2013
<hr/>		
Assets		
Current		
Cash	40,742	44,909
Marketable securities (Note 3)	9,681,123	10,104,456
Accounts receivable	566,922	617,567
Prepaid expenses and deposits	478,853	119,378
Inventory	38,460	45,868
Employee deductions receivable	-	945
	10,806,100	10,933,123
Capital assets (Note 4)	1,430,571	776,259
Investments (Note 5)	5,410,248	5,973,240
	17,646,919	17,682,622
<hr/>		
Liabilities		
Current		
Accounts payable and accruals	522,054	587,583
Employee accruals (Note 7)	861,111	897,253
	1,383,165	1,484,836
Net Assets		
Appropriated net assets (Note 8)	11,997,916	12,699,668
Available net assets	4,265,838	3,498,118
	16,263,754	16,197,786
	17,646,919	17,682,622

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, 2014

	2014 Budget (note 10)	2014	2013
Revenue			
Member dues	11,099,624	11,099,210	10,962,398
Investments income	505,750	332,223	366,695
Unrealized loss on investments	-	(82,620)	(62,108)
Other revenue	52,594	80,219	64,398
Total revenue	11,657,968	11,429,032	11,331,383
Expenses			
Salaries and benefits - staff	6,046,029	5,090,941	5,037,170
Salaries and benefits - members	1,607,172	1,312,796	1,719,980
Promotions and advertising	2,353,386	1,724,386	1,682,607
Administration and occupancy (Note 11)	1,020,411	796,574	856,485
Professional fees	532,997	831,363	599,254
Travel	572,530	408,477	491,737
Meetings	398,648	276,046	392,699
Accommodation	669,600	240,263	360,449
Affiliations	228,427	356,554	342,753
Donations	98,250	97,150	124,600
Grants	171,000	158,705	108,340
Amortization	76,800	55,776	75,008
Condo Expenses	-	14,034	-
	13,775,250	11,363,065	11,791,082
(Deficiency) excess of revenue over expenses	(2,117,282)	65,967	(459,699)

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, 2014

	<i>Appropriated net assets</i>	<i>Available net assets</i>	2014	2013
Net assets, beginning of year	12,699,668	3,498,118	16,197,786	16,657,485
(Deficiency) excess of revenue over expenses	(1,005,994)	1,071,962	65,967	(459,699)
Transfers from available net assets	304,242	(304,242)	-	-
Net assets, end of year	11,997,916	4,265,838	16,263,753	16,197,786

Saskatchewan Union of Nurses Statement of Cash Flows

For the year ended December 31, 2014

	2014	2013
Cash provided by (used for) the following activities		
Operating		
Member dues	11,208,876	11,022,621
Operating expenses paid	(5,279,569)	(4,995,773)
Cash paid for salaries and benefits	(6,438,934)	(6,677,076)
Interest received	7,034	11,565
	(502,593)	(638,663)
Investing		
Net (purchase) disposal of marketable securities	1,240,734	(130,539)
Purchase of capital assets	(745,758)	(74,761)
Proceeds on disposal of capital assets	3,450	1,095
	498,426	(204,205)
(Decrease) increase in cash resources	(4,167)	(842,868)
Cash resources, beginning of year	44,909	887,777
Cash resources, end of year	40,742	44,909

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, 2014

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 are recorded at fair value. Changes in market value are reported in the statement of operations as unrealized investment loss.

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.

	Rate
Buildings	4 %
Computer equipment	30 %
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.

Investment income and other revenue is recognized in operations when earned. Other revenue relates to income earned on parking, administrative fees, annual meeting, and novelty items.

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.

Saskatchewan Union of Nurses

Notes to the Financial Statements

For the year ended December 31, 2014

Fund accounting

SUN follows the deferral method of accounting for contributions and reports using fund accounting, and maintains 10 funds: The Operating Fund, Strike Fund, Negotiations Fund, Campaign Fund, Extended Health Benefits and Pension Fund, Legal Assistance Fund, Member Education Fund, Capital Fund, Legislative Challenge Fund, and Convention Fund.

- The Operating Fund is used to account for all revenues and expenses related to general and ancillary operations of SUN.
- The Strike Fund is used to fund any strikes in which the union is involved in.
- The Negotiation Fund is used to reduce the financial burden on the yearly budget when entering the negotiations cycle.
- The Campaign Fund is used to reduce the financial burden on the budget while undertaking multi year campaigns.
- The Extended Health Benefits and Pension Fund is used to fund legal costs associated with the lawsuit between SUN/HSAS Vs. SAHO regarding the surplus of funds prior to 2004.
- 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 Legislative Challenge Fund is used to fund the costs associated with the challenges to legislation that has an impact on members.
- The Convention Fund is used to reduce the financial burden on the yearly budget to fund members to attend various conventions.

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.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives.

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

Accounts payable and accruals include an estimate for member leave of absences. 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 revenues and expenses in the periods in which they become known.

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 and marketable securities and investments at fair value. SUN subsequently measures all other financial assets and liabilities at amortized cost.

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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 revenues 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 revenues 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.

3. Marketable securities

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

	2014	2013
Cash account	36,293	17,668
Guaranteed investment certificates, investment savings account	9,644,830	10,086,788
	9,681,123	10,104,456

4. Capital assets

	Cost	Accumulated amortization	2014 Net book value	2013 Net book value
Land	181,000	-	181,000	181,000
Buildings	1,585,438	509,958	1,075,480	403,475
Computer equipment	343,028	234,194	108,834	113,240
Furniture and fixtures	282,887	232,492	50,395	60,754
Leasehold improvements	17,297	11,984	5,313	7,412
Land improvements	24,551	15,125	9,426	10,245
Incorporation costs	704	581	123	133
	2,434,905	1,004,334	1,430,571	776,259

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5. Investments

SUN has various long term investments with interest rates ranging between 1.81% to 2.05% (2013 - 1.65% to 4.97%) and maturity dates ranging between July 2016 to December 2016 (2013 - February 2015 to March 2019). Investments are recorded at fair value.

	2014	2013
Long term investments	5,410,248	5,973,240
	5,410,248	5,973,240

6. Financial instruments

It is management's opinion that the Organization is not exposed to significant risk due to the short term nature of the majority of its financial instruments as follows:

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 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.

7. Employee accruals

Accrued employee benefits consist of the following:

	2014	2013
Vacation pay	376,222	447,503
Overtime pay	77,500	83,061
Retiring allowances	406,834	365,486
Other	555	1,203
	861,111	897,253

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.

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8. Appropriated net assets

	<i>Balance, beginning of year</i>	<i>Net income (expenses)</i>	<i>Transfers</i>	<i>Balance, end of year</i>
Strike fund	4,804,562	311,037	-	5,115,599
Negotiations fund	1,561,319	154,440	-	1,715,759
Campaign fund	2,818,593	(1,356,136)	1,050,000	2,512,457
Extended health benefits and pension fund	385,189	(3,047)	-	382,143
Legal assistance fund	250,000	-	-	250,000
Member education fund	250,000	(55,200)	-	194,800
Capital fund	1,615,531	17,500	(745,758)	887,272
Legislation challenge fund	192,592	(91,751)	-	100,841
Convention fund	821,882	17,163	-	839,045
	12,699,668	(1,005,994)	304,242	11,997,916

9. Commitments

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

2015	184,137
2016	174,365
2017	57,805
2018	47,224
2019	18,590
	482,121

10. 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.

11. Administration and occupancy expenses

Administration and occupancy expenses are comprised of the following:

	2014	2013
Books and subscriptions	46,038	44,789
Contract services	124,399	148,990
Courier	15,760	16,937
Equipment rentals	101,872	114,316
Insurance	26,152	26,209
Miscellaneous	10,649	13,730
Office rent and utilities	164,591	166,978
Office supplies	59,649	67,778
Postage	89,794	87,697
Property taxes	22,967	20,957
Repairs and maintenance	36,392	46,434
Telephone	98,311	101,670
	796,574	856,485

12. Comparative figures

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



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