

SUN

2017 ANNUAL MEETING ISSUE

Spots

OFFICIAL NEWSLETTER OF THE SASKATCHEWAN UNION OF NURSES

VOL. 43 ISSUE 1 | MARCH 2017

Advocate

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Defend

2016

Year in Review

(April 2016 – March 2017)

Annual Meeting

Resolutions and Resources

2017

Be sure to bring this issue of SUNSpots to the Annual Meeting





HEALTHY MEMBERS, UNION and COMMUNITIES

Keeping this vision at the forefront of everything SUN does is key to ensuring we are always heading in the right direction — especially when the path forward includes a number of unknown factors.

2016 was a challenging year for the province, for healthcare, and for the registered nursing profession in Saskatchewan. While some of the issues we faced had been in the making for months, even years, others were unexpected and required a quick response. However, even when confronted with the unexpected, I am proud to say that SUN, as always, remained thoughtful and strategic in our approach. Although we have continued to focus on safeguarding and advancing the crucial role of the registered nurse in the safe delivery of patient care, mounting external pressures over the past twelve (12) months made this work increasingly challenging. The most significant of all these pressures being the stark new reality of the approximately \$1.2 billion deficit Saskatchewan is now facing.

Provincial revenues from non-renewable resources such as potash, oil, natural gas and uranium have plummeted in the wake of record low commodity prices. This has placed the province in the precarious position of having to make difficult choices that impact the health and wellbeing of Saskatchewan's citizens. Unfortunately, we have seen choices made in a number of Health Regions that involve the abolishment of registered nurse positions, replacement of registered nurses with other healthcare providers, and an increasing number of registered nurse layoffs. Another major development from early 2017 was the creation of two documents that could have a significant impact on what nursing looks like in Saskatchewan.

The first is a Collaborative Decision-Making Framework; the product of months of work between the Saskatchewan Registered Nurses Association (SRNA), the Saskatchewan Association of Licensed Practical Nurses (SALPN) and the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS). This document could play a substantial role in shaping the nursing team and may have a considerable impact on whether role clarity improves or declines. Today, as I write this year in review, this document has not received final approval from the SRNA Counsel. At various stages of the development process, SUN, along with many front-line registered nurses, has asked questions, voiced concerns, and taken all opportunities to provide feedback. It is SUN's position that any provincial role clarity document must be based on legislative standards and responsibilities; formal education; research and evidence; and the best examples of effective role clarity models, both nationally and internationally. Such efforts are required to provide the nursing team with the role clarity necessary to ensure patients are always receiving the safest level of care possible based on acuity, complexity, expertise and legislation. We are hopeful that these elements will be reflected in the finalized document.

The second document has the potential to have even greater impact on nursing and the existence of role clarity in the province, but unfortunately, registered nurses did not have any opportunity to provide input. The new SALPN Competency Profile, which has already been approved by the organization and distributed to employers to assist them in new policy creation, raises a number of unanswered questions. The most significant question being whether Licensed Practical Nurses (LPN) possess the foundational knowledge and formal education required to safely perform the additional competencies outlined in the document. Although we support the idea of an educational review

being conducted to provide an appropriate foundation for all nursing practice, as far as we are aware, such a project has not yet been undertaken.

Perhaps one of the greatest challenges facing healthcare in Saskatchewan is only beginning to unfold. On January 4, 2017, the provincial government announced that substantial transformation to the Regional Health Authority structure will occur. By fall of 2017, the twelve (12) existing health regions will be reduced to a single authority and administrative entity. The stated goal for this change being a consolidation of services to reduce waste and create efficiencies, improve health service delivery, and in the long run, to save money for the province. How any of the changes and cost-saving measures will impact patient care delivery and registered nursing, remains largely unknown at this point.

SUN continues to caution against rushing the process, and is instead advocating for thorough decision-making processes based on research, evidence and best practices for healthcare, to ensure we are meeting our shared goal of providing safe, accessible, quality healthcare for all citizens of Saskatchewan equally — no matter where you live, urban centres, rural and remote areas, or our northern and first nations communities.

No matter what lies ahead, SUN will continue to be your voice and your advocate, but you are our strength. Your courage and passion to advocate for your profession and your patients is what guides us as we thoughtfully prepare for what may happen next. Your resilience and strength is what motivates us to do all that is within our power to support, protect and defend our members during the difficult and uncertain times, but also during the triumphant times. It is the strength of a healthy membership that make us truly a solid and healthy union.



Healthy Members = Healthy Union

Building a strong and healthy union takes more than negotiating a solid collective agreement, advocating for our members and their profession with the government or other key stakeholders, or creating a positive public image for our members. Building a strong and healthy union happens on the frontlines, at the grass roots, with the members.

Supporting Members Where They Work

The Nurse Practice Officer (NPO) team continues to be an invaluable resource to members across the province. On any given day, they are responsible for the delivery of member educational programs; assisting locals to address Work Situation Reports (WSR); working with employers and members to navigate the new Joint Nursing Advisory (NAC) Process; representing members on various committees; and tracking trends in issues impacting registered nursing practice and delivery of care. The latter being one of the most significant drivers of NPO work.

During the last round of negotiations, and for the first time since the introduction of the NAC Process in 1982, SUN and the Employer (SAHO), developed a joint, solutions based process to effectively and efficiently address the professional practice concerns of registered nurses across the province. The primary focus of the new Joint NAC Process is to find adequate resolution to patient safety and nursing practice concerns in a timely manner with built-in mechanisms to resolve issues at the time of the incident and track on-going or larger systemic issues. With the development of the Joint NAC Process, also came the development of a new, detail-oriented WSR form, in a user-friendly format. The new form was designed to capture comprehensive information regarding patient safety and nursing practice concerns and find timely, effective and proactive solutions to said concerns. Prior to the official December 2016 launch, joint SUN-SAHO education sessions and webinars were delivered to provide both SUN's leadership and Employer representatives with hands on experience utilizing the new form and process. Throughout the month of March 2017, SUN's Professional Practice team also offered regional education sessions to the general membership to provide hands on support and guidance as we continue transition through the new process.

In addition to supporting members in navigating the new Joint NAC Process, and given the ever-expanding role of LPNs and other categories of care providers (paramedics, social workers, etc.), registered nurse role clarity has dominated the majority of the Professional Practice team's

time. They have continued to focus their energy on key areas where registered nurse staffing is being abolished or the role is being eroded or changed by Employers. Long term care, telemetry, hemodialysis, mental health, labour and delivery, mother/baby, emergency and medicine are just some of the areas that continue to be of particular concern.

Equally important to addressing the professional practice concerns, is ensuring the personal and collective rights afforded to the members through their Collective Agreement are protected and advocated for. The Labour Relations (LR) team is often the first line of contact for members and locals not only for individual workplace issues but for larger abolishment of registered nurse position concerns and staffing shortages.

The LR team provides SUN locals with the assistance and support they need to bring these broader issues forward to Employers. Just as registered nurses are committed to their profession and their patients, your LR team is as committed to the SUN members they serve. This past year your LR team has worked with locals and individuals to protect and fight for registered nurse positions through layoffs, vacancy management and abolishment; they have worked along side the NPO team to defend and ensure adequate staffing levels; and they have worked with Employers to find resolution to grievances and to protect the rights of SUN's bargaining units.

The determination, commitment and knowledge of both the LR and NPO teams will be key in meeting the needs, and respecting the rights, of our members as SUN navigates the changes that lie ahead.

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.

Each year SUN goes beyond being a guest speaker on campus or attending the career fairs in both Saskatoon and Regina, by attending the Canadian Nursing Students Associations (CNSA) Prairie Regional (November 2016) and National (January 2017) Conferences as a proud sponsor.

Attending these conferences 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.

Healthy Communities

As registered nurses, we are leaders. We are advocates. We are protectors. We are collaborators and team members. We carry a great sense of passion, commitment and compassion for our profession, our patients and our communities. It is this pride in who we are and the profession we chose that gives us the strength to be a voice for our patients and for ourselves, and gives us the ability to reach out and support the communities we serve.

Professional Pride Makes the Difference

With a sense of uncertainty in the system impacting both the work lives and professional practice of registered nurses, the issues and the key messages SUN continues to voice have become more important than ever. Yet through all the issues and moving parts, the **Making the Difference** (MTD) campaign continues to be an instrumental tool for reaching and interacting with the public.

We know that the continued loss of expertise from the bedside puts patients at risk. Research consistently shows that appropriate registered nurse staffing has a direct positive impact on patient outcomes and safety, including reduced hospital complications and infections, shortened hospital stays and fewer readmissions — all of this has been shown to have a direct impact on the bottom line, ultimately resulting in cost-savings to the system. During a time when the healthcare system is in a constant state of flux, and often driven by budgetary constraints, advancing the irreplaceable role of registered nurses in ensuring patient safety and quality care has become an integral part of SUN's focus.

After considerable consultation with the public, through urban and rural focus group testing, it became clear that while the research and evidence was seen to positively support our position, what also resonates is the valuable working relationship between registered nurses and other trusted professionals. In 2016, the **Making the Difference** campaign found an effective balance between the research informed, fact-based commercials and the influential and personal statements from rural and urban physicians.

"I rely on registered nurses in our critical care units, in-patient wards, out-patient clinics, dialysis units, and so I really rely on RNs to be my eyes and ears when I can't be around." – Dr. Chance Dumaine, Nephrologist, University of Saskatchewan

"I rely on registered nurses to relay subtle changes, patient ideas, thoughts and feelings to me. Things that matter are those subtle changes in vitals, comments the patients may make, sometimes at 2:00 am ... so it's really important to have a RN there, providing that effective, one-on-one patient care." – Dr. Joel Mamchur, Rural Physician, Saskatchewan

With two (2) new testimonial commercials added into the mix, **Making the Difference** once again surpassed its goals for reaching the Saskatchewan public with an overall return on investment of 149%, or a \$1.49 media value, for every dollar spent. This was in large part due to our ability to secure bonus advertising by leveraging reduced rates and established relationships with media suppliers. Each year SUN and our campaign partners, strive to find the perfect balance with the greatest means to connect to our audience through online, television, radio, print, social media and



outdoor advertising. Last year, television reached 80% of our target audience at least 50 times and billboards delivered over 40 million impressions throughout the year. The online side of the campaign saw traffic to the MTD website increase by 52% over last year and our digital campaign delivering more than 20 million impressions.

Proud to Support Our Communities

Each year, SUN makes a conscious effort to give back to the communities in Saskatchewan in which our members call home. Investing in our communities is an easy choice for SUN to make; building strong and healthy communities allows for our families, our friends, and our neighbors to thrive. Investing in the social determinants of health is investing in building a healthy Saskatchewan.

In 2016, SUN choose three (3) well-deserving, community-focused organizations in the Weyburn area to award our annual Community Support Donation (Membership Policy 030-M-2007): Salvation Army – Weyburn branch, the Weyburn Work-Kin Shop, and Quota International – Weyburn branch.

The Salvation Army received \$20,000 to invest in the purchase of a new fridge and three (3) freezers to keep adequate fresh and frozen foods on hand, speaking to SUN's vision of supporting healthy communities by addressing a social determinant of health with food security.

Work-Kin Shop received \$20,000 to create a fenced area with various pieces of recreational equipment including a basketball court, vegetable and flower gardens, picnic tables and wheelchair ramps. As an organization that provides services to those experiencing the impacts of intellectual disabilities, this donation will go towards improving the quality of life for these special needs individuals, fitting in with SUN's commitment to building healthy communities for everyone.

The Weyburn Branch of Quota International received a \$10,000 contribution to a project that will empower Weyburn students to be successful in their learning environments and ultimately increase their future opportunities for job and income security. SUN believes education is a key contributor to the health and prosperity of individuals and society as whole — a priority Saskatchewan's registered nurses share with Quota International.

In addition to our annual community donation, SUN continues to invest in addressing the social determinants of health through the work of the UpStream and FarmLand Legacies organizations. UpStream is a Saskatoon based organization who strives to create a healthy society through evidence-based, people-centred ideas and seeks to reframe

public discourse around addressing the social determinants of health to build a healthier society. Farmland Legacies works to promote and communicate sustainable values through a renewable and secure food system.

Looking Ahead

SUN has a strong, proud and vibrant history of overcoming adversity, facing challenges head on and paving new roads to ensure safe, quality patient care and to meet the needs of our members. I am proud of everything we have accomplished, the obstacles we have overcome, and the change we have generated — for each conversation we started has truly made a difference.

Unfortunately, we do not know what tomorrow will bring. What this new system will look like, how it will function, and what impact the transition will have on registered nursing as a profession — are all unanswered questions that directly contribute to the rising uncertainty and instability in our workplaces and in our communities.

Now, more than ever, the work of SUN has become increasingly important to the health of our members, to the well-being of our patients and communities, and the substantiality of the healthcare system. Yet, the unknown should not silence us, it should inspire us.

As we navigate through what lies ahead, SUN will stay the course; we will remain diligent and focused on ensuring the role of the registered nurse is not minimized or disregarded as we work to ensure safe, quality patient care is not overlooked. As your commitment to your patients is unwavering, so is our commitment to you, the registered nursing profession, and the communities we all serve.

As registered nurses, we will continue to find the courage and strength to advocate for our profession and for safe patient care — these two elements go hand in hand. You have demonstrated time and time again over the past year, and throughout our history, that we cannot be silenced when it comes to protecting our patients and ensuring the ability to provide safe, high quality patient care. We must hold on to these successes, to be fuelled and empowered by our achievements, and continue to fight the good fight, to be a strong and unified voice for healthcare in Saskatchewan.

In solidarity,



Tracy Zambory

PROVINCIAL COMMITTEES

Constitution, Bylaws and Resolutions Committee (CB&R)

It has been another challenging and rewarding year for the CB&R Committee. The Committee is made up of Rachel Hyatt-Hiebert (Chair) (Local 69), Crystal Kuras (Local 14), Candace Lahoda (Local 75), Kushal Sharma (Local 107) and Jason Parkvold (Board Representative). Our work is supported by Nina Johnston, whose administrative support is greatly appreciated. The Committee meets three (3) times a year, culminating in our January two (2) day meeting in which we work through the resolutions submitted for the Annual Meeting.

This year was challenging in the sense that we received a number of resolutions that were deemed out of order and therefore will not be brought to the floor of the 2017 Annual Meeting. As a Committee, this is concerning to us and we spent a considerable amount of time discussing how we can ensure that member voices and opinions are able to be expressed while respecting the processes on the Union.

Steps that we have taken to address the above are adding information on how to write resolutions in our new member orientation at the annual meeting and we will be sending out more in-depth information to the membership throughout the year.

We would like to thank the membership for their engagement and look forward to receiving your resolutions in the upcoming year.

Rachel Hyatt-Hiebert, Chair

Finance Committee

Your Finance Committee consists of, Denise Dick – First Vice-President (Chair), Tracy Zambory – President, Tess Gieg (Local 107) and Kyle Egeto (Local 106); ex-officio members are Executive Director, Donna Trainor 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; review and recommendation of the annual budget for submission to the Board; and overseeing expenditures, revenues and investment portfolios.

To ensure SUN's investment policy remains relevant, the Committee met with a representative from RBC Dominion Securities, on October 11, 2016, to review SUN's investment portfolio.

The 2017 Budget was approved by the Board of Directors on October 18, 2016, with assumptions based on 8,600 members. Details of the 2017 Budget will be discussed during the First Vice-President's report to the Annual Meeting in Regina.

The Committee met on March 2, 2017, with the Auditor to review the Audited Financial Statements.

Audited statements can be found starting at page 10 of this publication.

Denise Dick, Chair



Nominations Committee

The Nominations Committee meets three (3) times a year and coordinates SUN Provincial elections prior to Annual Meeting.

This year there were a large number of nominations:

- President
- Second Vice-President
- Regional Representatives: Regions 1, 3, 5 and 7
- CB&R Committee
- Finance Committee
- Nominations Committee
- Program Committee
- Provincial Negotiations Committee

We appreciate the members who nominated nurses to the various positions. Positions vacant after the nominations deadline will be elected at the Annual Meeting in Regina in April 2017.

Thank you for all the nurses who let their name stand for the elected positions. Please see page 31 for the Ticket of Nominations. If you have questions, please contact the SUN Regina office for our contact information.

On behalf of Shannon Mychan (Local 62) and Connie Paul (Local 68), thank you SUN membership. We will be at the Annual Meeting in Regina. See you then.

Garth Wright, Chair

Program Committee

Each year, the committee is tasked with researching organizations and recommending programs for SUN's annual community donation (Membership Policy 030-M-2007). We look for organizations and projects that align with the goals of SUN's mission, vision and values, and have a strong component of the social determinants of health. The committee meets three (3) times per year. In September, we research and contact charitable and non-profit organizations to determine potential candidates for the donations. In November, we meet to share the results of our research and shortlist potential recipients of funding. These organizations are sent letters and criteria inviting them submit their proposals. In February or March, the submissions are reviewed against a standard set of criteria and considerations, and recommendations are made to the Board to allot community donation funding to one or more deserving projects.

The 2017 donation will go to the community of Lloydminster. At the time of submission several organizations have been invited to submit proposals.

The Program committee consists of Carole Smullan (Locals 9, 246, and 290); Colleen Palchewich (Local 107); Michelle McCarthy (Local 43); Michelle Rae (Local 276); Susan Desjardins, Chair (Local 277); Laurelle Pachal, Board Liaison (Local 106). The committee has been supported by Cheryl Krett, and is now supported by Nina Johnson.

Susan Desjardins, Chair

FINANCIAL REPORTING

Saskatchewan Union of Nurses Financial Statements December 31, 2016

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 14, 2017



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, 2016, 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, 2016 and its statements of operations and changes in net assets and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Regina, Saskatchewan

March 14, 2017

MNP LLP

Chartered Professional Accountants

MNP

Saskatchewan Union of Nurses Statement of Financial Position

As at December 31, 2016

| | 2016 | 2015 |
|----------------------------------|------------|------------|
| Assets | | |
| Current | | |
| Cash | 469,529 | 385,923 |
| Marketable securities (Note 3) | 11,109,523 | 7,452,439 |
| Accounts receivable | 866,292 | 994,303 |
| Prepaid expenses and deposits | 146,338 | 122,575 |
| Inventory | 44,611 | 35,112 |
| | 12,636,293 | 8,990,352 |
| Investments (Note 4) | 4,173,765 | 8,114,521 |
| Capital assets (Note 5) | 1,584,327 | 1,431,288 |
| | 18,394,385 | 18,536,161 |
| Liabilities | | |
| Current | | |
| Accounts payable and accruals | 631,031 | 600,825 |
| Employee accruals (Note 7) | 972,176 | 928,558 |
| | 1,603,207 | 1,529,383 |
| Net Assets | | |
| Appropriated net assets (Note 8) | 12,273,803 | 12,567,178 |
| Available net assets | 4,517,375 | 4,439,600 |
| | 16,791,178 | 17,006,778 |
| | 18,394,385 | 18,536,161 |

Approved on behalf of the Board

Tracy M. Lambory

Denise Dick

The accompanying notes are an integral part of these financial statements.

Saskatchewan Union of Nurses

Statement of Operations

For the year ended December 31, 2016

| | 2016 <i>Budget</i> <i>(note 10)</i> | 2016 | 2015 |
|---|---|-------------------|------------|
| Revenue | | | |
| Member dues | 11,128,768 | 11,328,331 | 11,595,604 |
| Investment income | 335,000 | 181,753 | 274,103 |
| Unrealized loss (gain) on investments | - | 74,384 | (6,716) |
| Other revenue | 162,310 | 170,085 | 80,167 |
| Total revenue | 11,626,078 | 11,754,553 | 11,943,158 |
| Expenses | | | |
| Salaries and benefits - staff | 5,754,517 | 5,302,862 | 5,130,128 |
| Salaries and benefits - members | 1,767,728 | 1,631,728 | 1,295,518 |
| Promotions and advertising | 1,751,727 | 1,576,269 | 1,699,946 |
| Administration and occupancy <i>(Note 11)</i> | 1,319,656 | 962,470 | 814,053 |
| Professional fees | 551,266 | 538,076 | 495,185 |
| Travel | 656,762 | 501,386 | 429,338 |
| Meetings | 333,854 | 454,242 | 334,358 |
| Affiliations | 399,193 | 390,728 | 398,970 |
| Accommodation | 478,748 | 232,913 | 265,143 |
| Donations | 134,250 | 141,164 | 116,239 |
| Grants | 171,000 | 119,170 | 114,072 |
| Amortization | 109,440 | 99,889 | 87,625 |
| Condo expenses | 22,052 | 19,256 | 19,561 |
| | 13,450,193 | 11,970,153 | 11,200,136 |
| (Deficiency) excess of revenue over expenses | (1,824,115) | (215,600) | 743,022 |

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, 2016

| | <i>Appropriated net assets</i> | <i>Available net assets</i> | 2016 | 2015 |
|---|------------------------------------|---------------------------------|-------------------|-------------|
| Net assets, beginning of year | 12,567,178 | 4,439,600 | 17,006,778 | 16,263,756 |
| (Deficiency) excess of revenue over expenses | (2,393,375) | 2,177,775 | (215,600) | 743,022 |
| Transfers from available net assets | 2,100,000 | (2,100,000) | - | - |
| Net assets, end of year | 12,273,803 | 4,517,375 | 16,791,178 | 17,006,778 |

Saskatchewan Union of Nurses Statement of Cash Flows

For the year ended December 31, 2016

| | 2016 | 2015 |
|---|--------------------|-------------|
| Cash provided by (used for) the following activities | | |
| Operating | | |
| Cash received from members | 11,625,542 | 11,248,390 |
| Operating expenses paid | (4,937,755) | (4,248,467) |
| Cash paid for salaries and benefits | (6,891,062) | (6,358,199) |
| Cash received for interest | 5,821 | 7,481 |
| | (197,454) | 649,205 |
| Investing | | |
| Net proceeds (purchase) of marketable securities | 533,103 | (215,508) |
| Purchase of capital assets | (253,718) | (88,826) |
| Proceeds on disposal of capital assets | 1,675 | 310 |
| | 281,060 | (304,024) |
| Increase in cash resources | 83,606 | 345,181 |
| Cash resources, beginning of year | 385,923 | 40,742 |
| Cash resources, end of year | 469,529 | 385,923 |

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, 2016

1. Incorporation and nature of the organization

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

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

2. Significant accounting policies

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

Marketable securities and investments

Marketable securities and investments are recorded at fair value. Changes in market value are reported in the statement of operations as unrealized investment 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, condominium rental, 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.

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

Fund accounting

SUN follows the deferral method of accounting for contributions and reports using fund accounting, and maintains 9 funds: The Operating Fund, Strike Fund, Negotiations Fund, Campaign Fund, Legal Challenge Fund, Legal Assistance Fund, Member Education Fund, Capital 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 Legal Challenge Fund is used to fund costs associated with legal and legislation challenges that have an impact on members.
- The Legal Assistance Fund is used to fund the legal assistance costs for members.
- The Membership Education Fund is used to fund members unbudgeted internal or external education opportunities.
- The Capital Fund is used to reduce the financial burden on the yearly budget to cover major capital expenditures.
- The Convention Fund is used to reduce the financial burden on the yearly budget to cover member attendance at various conventions.

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. Leasehold improvements are amortized using the straight-line method over the term of the lease.

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

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

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of 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, marketable securities and investments at fair value. SUN subsequently measures all other financial assets and liabilities at amortized cost.

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2016

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

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 (deficiency) excess of earnings in the year the reversal occurs.

3. Marketable securities

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

| | 2016 | 2015 |
|--|-------------------|-------------|
| Cash account | 505,681 | 109,433 |
| Guaranteed investment certificates, investment savings account | 10,603,842 | 7,343,006 |
| | 11,109,523 | 7,452,439 |

4. Investments

SUN has various long term investments with interest rates ranging between 1.45% to 1.76% (2015 - 1.25% to 2.05%) and maturity dates ranging between February 2018 to December 2018 (2015 - April 2017 to November 2017). Investments are recorded at fair value.

| | 2016 | 2015 |
|------------------------------------|------------------|-------------|
| Guaranteed investment certificates | 4,173,765 | 8,114,521 |

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2016

5. Capital assets

| | <i>Cost</i> | <i>Accumulated amortization</i> | <i>2016 Net book value</i> | <i>2015 Net book value</i> |
|------------------------|------------------|-------------------------------------|------------------------------------|------------------------------------|
| Land | 181,000 | - | 181,000 | 181,000 |
| Buildings | 1,585,438 | 580,886 | 1,004,552 | 1,039,165 |
| Computer equipment | 472,028 | 296,153 | 175,875 | 104,995 |
| Computer software | 174,579 | - | 174,579 | 50,741 |
| Furniture and fixtures | 291,229 | 251,822 | 39,407 | 43,381 |
| Leasehold improvements | 17,297 | 16,468 | 829 | 3,219 |
| Land improvements | 24,551 | 16,573 | 7,978 | 8,672 |
| Incorporation costs | 704 | 597 | 107 | 115 |
| | 2,746,826 | 1,162,499 | 1,584,327 | 1,431,288 |

Computer software includes a database with a carrying value of \$174,579 (2015 - \$50,741). No amortization of this asset has been recorded during the current year because it is currently under development. The database was completed in January 2017.

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

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

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2016

7. Employee accruals

Accrued employee benefits consist of the following:

| | 2016 | 2015 |
|---------------------|---------|---------|
| Vacation pay | 449,898 | 445,073 |
| Overtime pay | 91,449 | 107,498 |
| Retiring allowances | 429,915 | 373,980 |
| Other | 914 | 2,007 |
| | 972,176 | 928,558 |

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. Appropriated net assets

| | Balance, beginning of year | Net income (expenses) | Transfers | Balance, end of year |
|-----------------------|----------------------------------|--------------------------|-----------|-------------------------|
| Strike fund | 5,425,525 | 88,983 | - | 5,514,508 |
| Negotiations fund | 1,519,746 | (655,542) | - | 864,204 |
| Campaign fund | 2,466,817 | (1,232,592) | 1,113,975 | 2,348,200 |
| Legal assistance fund | 250,000 | - | - | 250,000 |
| Member education fund | 250,000 | (123,109) | 123,109 | 250,000 |
| Capital fund | 798,446 | (253,718) | 339,671 | 884,399 |
| Legal challenge fund | 731,300 | (54,545) | 523,245 | 1,200,000 |
| Convention fund | 1,125,344 | (162,852) | - | 962,492 |
| | 12,567,178 | (2,393,375) | 2,100,000 | 12,273,803 |

9. Commitments

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

| | |
|------|---------|
| 2017 | 214,522 |
| 2018 | 209,746 |
| 2019 | 189,937 |
| 2020 | 170,402 |
| 2021 | 170,402 |
| | 955,009 |

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.

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2016

11. Administration and occupancy expenses

Administration and occupancy expenses are comprised of the following:

| | 2016 | 2015 |
|---------------------------|----------------|-------------|
| Books and subscriptions | 48,219 | 44,105 |
| Contract services | 197,918 | 108,203 |
| Courier | 25,737 | 13,966 |
| Equipment rentals | 132,344 | 90,448 |
| Insurance | 26,038 | 25,653 |
| Miscellaneous | 9,910 | 10,390 |
| Office rent and utilities | 177,355 | 170,056 |
| Office supplies | 62,027 | 52,021 |
| Postage | 66,931 | 87,719 |
| Property taxes | 24,959 | 24,470 |
| Repairs and maintenance | 78,321 | 85,292 |
| Telephone | 112,711 | 101,730 |
| | 962,470 | 814,053 |

12. Comparative figures

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



43RD ANNUAL MEETING

Draft Agenda

Business Resolutions

Resource Information

SUN Elections



43rd SUN Annual

April 25-27, 2017 • Queensbury

Agenda Notes

- 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 adoption of the agenda.
- Urgent Resolutions can be submitted until 1300 hours, April 26, 2017.

Don't Forget Your SUN Membership Card!

Proper identification is required by all delegates in attendance of the Annual Meeting. Your SUN Membership Card acts as your identification.

You will be asked to produce a current SUN Membership Card upon registration at the Annual Meeting, and upon each entry into the meeting room.

Fragrance and Smoke Free Event

Membership Policy 012-M-2007 – Business and banquet rooms at all SUN functions/meetings shall be maintained as smoke free and fragrance free environments.

This is a “Scent-Free” event to ensure a pleasurable environment for our members with allergies. Please refrain from wearing any scented colognes, lotions or hair products during the Annual Meeting and affiliated events.

Smoking is permitted in the areas designated by the Queensbury Convention Centre only.

Tuesday, April 25, 2017 Education Day

0745 Registration

0900 Call to Order

Self Care for RNs/RPNs
*Ann-Marie Urban, RN RPN PhD,
Associate Professor, University of Regina*

Navigating Social Media Safely
*Marcus Davies, Lawyer,
BainbridgeJodouinCheecham Law Firm*

1200 Lunch (provided)

1300 Leadership and Professionalism
Ernie Louttit, Author

Practice and Competencies
in Healthcare

1600 Adjournment

Early Registration for Annual Meeting

1900 Welcome Social

*Hors d'oeuvres and cash bar;
Hosted by the Board of Directors*

Wednesday, April 26, 2017 Business Day

0730 Annual Meeting Registration

0815 Constitution, Bylaws and Resolutions
Committee - New Delegate Orientation

0900 Call to Order

O Canada Video
Announcements
Greetings from Host City
Appointment of Credentials Committee
and Scrutineers
Introductions: Board of Directors,
Planning Committee, Guests,
Parliamentarian

Meeting Agenda

Convention Centre, Regina

Credentials Committee Report
Approval of Agenda
Approval of Minutes
Disposition of 2016 Resolutions
President's Address

First Vice President's Report
Auditor's Report

Lifetime Membership Presentation

Nominations Committee – Elections
Announcement

Candle lighting in recognition of
members who have lost their lives over
the past year

1000 Refreshment Break

1030 Committee Reports:
Constitution, Bylaws and Resolutions
Committee
Program Committee
Nominations Committee

Panel – TBA

Constitution, Bylaws and Resolutions –
CB&R Committee

1200 Lunch (provided)

1300 Constitution, Bylaws and Resolutions –
CB&R Committee

1430 Refreshment Break

1500 Constitution, Bylaws and Resolutions –
CB&R Committee

Nominations Committee – Deadline for
Nominations Forms

1600 Adjournment

1800 Cocktails (cash bar)

1845 Banquet: "Happiness Is ..."

Thursday, April 27, 2017 Business Day

00830 Annual Meeting Registration

0900 Call to Order
Announcements

Larry Hubich, SFL President
Credentials Committee Report

Leadership Awards Presentation

Linda Silas, CFNU President

1000 Refreshment Break

1030 Directors Report

1100 Nominations Committee – Elections

1200 Lunch (provided)

1300 Membership Survey Results
Public Survey Results

TBA

1415 Refreshment Break

1430 New Business:
Items submitted for Open Forum
Discussion

Unfinished Business

Announcement of 2018 Annual
Meeting Date and Location

Election results – Nominations
Committee

Introduction of Board of Directors –
Nominations Committee

President's Address

Adjournment

To preserve accuracy and intent, these proposed amendments have been reproduced as submitted to SUN without editing. Routine re-numbering of articles by any amendments or resolutions will be done following the Annual Meeting by the Constitution, Bylaws and Resolutions Committee.

Proposed Policy Amendments

1. That existing Membership Policy 008-M-2007 (Grievance/ Arbitration Appeals) be amended by adding requirement for member/local to send appeal letter by registered mail to SUN office within 30 days of receipt of decision.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

2. That existing Membership Policy 025-M-2007 (Local Negotiating Authority) be amended to clarify which union position is the signing authority on all Letters of Understanding.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

3. That existing Membership Policy 035-M-2007 (SUN District Council Funding) be amended by removing from 038-M-2007 the section titled SUN District Council Reimbursements and added to this policy.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

4. That existing Membership Policy 038-M-2007 (Expense Reimbursements) be amended by removing procedures related to funding for attendance at annual meetings and bargaining conferences and create new membership policy with same.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

5. That existing Membership Policy 044-M-2009 (NAC and IAC Presentations) be amended by moving the procedure into applicable section in 038-M-2007 and then delete this policy.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

Proposed Business Resolutions

6. Domestic Violence in the Workplace – That SUN will consider training members to be domestic violence support workers.

Rationale – People reporting domestic violence indicated at least one type of abusive act occurred at or near workplace. Violence and acts of violence in workplace continue to cause unhealthy workplace environments.

SUN Local 109

___ Carried ___ Amended ___ Defeated

Proposed Negotiations Considerations

7. Article 7

Mutual Shift Trade – An employee shall be able to trade partial/full shifts with another employee who is capable.
Rationale – Staff being denied trades (partial) because language does not support this, young familiar with extra curricular activities not being supported.

SUN Local 75

___ Carried ___ Amended ___ Defeated

8. Article 9

Charge Pay – Shall be paid \$3 per hour.

SUN Local 75

___ Carried ___ Amended ___ Defeated

9. Article 9

In Charge Pay – Supernumerary RN charge nurse shall be identified on each shift for 24/7 units.

SUN Local 75

___ Carried ___ Amended ___ Defeated

10. Article 14

A weekend differential shall be paid at the rate of \$3.25 per hour worked between 1930 hours Friday to 0747 hours Monday.

Rationale – With increased workloads and being in charge of units, supports increased responsibility of charge nurses.

SUN Local 75

___ Carried ___ Amended ___ Defeated

11. Article 15

Vacation Entitlement – After 30 years of Continuous Employment an additional 2 days (16 hours) and pro-rated for part-time employees.

Rationale – Need to be supportive of long term employees.

SUN Local 75

___ Carried ___ Amended ___ Defeated

12. Article 15

That the Bargaining Committee attempt to negotiate number of vacation days be put in alignment with BC and Alberta contracts.

SUN Local 75

___ Carried ___ Amended ___ Defeated

13. Article 17

Bereavement Leave – up to seven working days.

Rationale – More time is needed with managing family deaths.

SUN Local 75

___ Carried ___ Amended ___ Defeated

14. Article 42

Professional Development – Employees shall be granted up to 12 hours of paid professional development day annually per full time employee (not subject to premium pay).

Rationale – A large number of our members work 12 hour shifts, doesn't always work out to report for duty last 4 hours of shift, workshop may not be at employer site, a leave implies employer has say on operational needs.

SUN Local 75

___ Carried ___ Amended ___ Defeated

REGISTRATION

has never been

... **EASIER** ...

Registration for the 2017 Annual Meeting is quick and easy! Two ways to register; two ways to pay!

- 1. Traditional:** Complete and submit the paper registration form found in the Annual Meeting registration brochure delivered to your home or download a form from our website. Don't forget to attach your cheque (payable to SUN) for payment. Mail form and payment to: SUN Office, 2330 2nd Avenue, Regina, SK S4R 1A6
- 2. Online:** Visit www.eply.com/SUN2017AM to register online. On-line registration provides the option to pay for your registration fees using PayPal or by sending a cheque payable to SUN.

Registration forms and payment must be received by 13:00 on April 18, 2017.

For additional information on registration, hotels, and funding, visit our website sun-nurses.sk.ca/2017-agm

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.

Democracy

- We stop, listen to, and seek understanding of ideas that are different from our own.

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 personal and respectful.

Caring, Compassion and Social Justice

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

Rules and Privileges

- SUN climate goals will be honoured by all those in attendance.
- SUN members will be identified by wearing SUN membership cards.
- Members are required to sign in at the start of the meeting. 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 his/her name, local number and name, and SUN district.
- All remarks must be addressed to the chairperson and confined to the question before the assembly.
- All members in good standing may address the convention. (NOTE: Honourary members are not entitled to make motions.)
- Each member in attendance, with the exception of honorary members, will be entitled to one vote.
- When the doors are tiled/sealed for a standing vote or during the election process, no one will be allowed to enter or exit the meeting room.
- 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.
- The SUN Annual Meeting shall follow Robert's Rules of Order.
- All pagers and cell phones are to be turned off or on vibrate during the meeting.

When conducting business meetings, such as the Annual Meeting and the Bargaining Conference, SUN follows Robert's Rules of Order. The following is a brief overview to assist members during the meeting.

Robert's Rules of Order – Just the Basics

The purpose of "Robert's Rules of Order" includes 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 two-thirds vote is required for any motion that deprives a member of rights in any way (e.g., cutting off debate)

Role of the Presiding Officer

- Remain impartial during debate — the presiding officer must relinquish the chair in order to debate the merits of a motion
- Vote only to create or break a tie (or 2/3 for matters requiring a 2/3 vote) — exception: the presiding officer may vote on any vote by ballot
- Introduce business in proper order
- Recognize speakers
- Determine if a motion is in order
- Keep discussion germane to the pending motion
- Maintain order
- Put motions to a vote and announce results

General Procedure for Handling a Motion

- A member must obtain the floor by being recognized by the chair. Remember to state your name and local number.
- Member makes a main motion (See Quick Reference Guide on page 8)
- A motion must be seconded by another member before it can be considered

- If the motion is in order, the chair will restate the motion and open debate (if the motion is debatable)
- The maker of a motion has the right to speak first in debate
- The main motion is debated along with any Subsidiary motions (e.g. "I move to amend the motion by ...", Privileged motions (e.g. "I move to postpone the motion to ...") and Incidental motions (e.g. "I move to divide the question.")
- Debate on Subsidiary, Privileged and Incidental motions (if debatable) takes precedence over debate on the main motion and must be decided before debate on the main motion can continue.
- Debate is closed when:
 - Discussion has ended, or
 - A two-thirds vote closes debate ("Call the question")
- The chair restates the motion, and if necessary clarifies the consequences of affirmative and negative votes
- The chair calls for a vote, by a show of hands, asking "All in favor?" "All opposed?" and finally asking "All abstained?"
- The chair announces the result

General Rules of Debate

- No members may speak until recognized by the chair
- All discussion must be relevant to the immediately pending question
- No member can speak more than once to each motion — does not preclude points of information that may be raised
- All remarks must be addressed to the chair — no cross debate is permitted
- It is not permissible to speak against one's own motion (but one can vote against one's own motion)
- Debate must address issues not personalities — no one is permitted to make personal attacks or question the motives of other speakers
- The presiding officer must relinquish the chair in order to participate in debate and cannot reassume the chair until the pending main question is disposed of
- Members may not disrupt the assembly
- Rules of debate can be changed by a two-thirds vote

A Quick Reference Guide for Motions

MOTIONS IN ORDER OF PRECEDENCE

| MOTION | EXAMPLE | SEC | DEBATE | AMEND | VOTE | NOTES |
|--|---|-----|--------|-------|-----------|--|
| MAIN MOTION (may be moved only when no other motion is pending) | I move that ... | Yes | Yes | Yes | Majority* | Introduces business to assembly. |
| 1. RAISE A QUESTION OF PRIVILEGE | I rise to a question of privilege | No | No | No | 2/3 | Privileged motion. Ruled upon by chair. |
| 2. CALL FOR ORDERS OF THE DAY | I call for orders of the day | No | No | No | None | Privileged motion. Enforced by demand of one member. |
| 3. LAY ON TABLE | I move to lay the motion on the table | Yes | No | No | Majority | Lays aside a motion when more urgent business arises. |
| 4. CALL THE QUESTION | I move to call the question | Yes | No | No | 2/3 | If adopted, closes debate. |
| 5. LIMIT/EXTEND DEBATE | I move to limit debate to ___ minutes | Yes | Yes | Yes | 2/3 | May change length of speeches or length of debate. |
| 6. POSTPONE DEFINITELY | I move to postpone the ... motion till next meeting | Yes | Yes | Yes | Majority | Debate confined to merits of postponing question. |
| 7. COMMIT/ RECOMMIT | I move to refer this motion to a committee | Yes | Yes | Yes | Majority | Debate confined to merits of referring motion to committee. |
| 8. AMEND | I move to amend the motion by ... | Yes | Yes | Yes | Majority | Debatable only if applicable motion is debatable. |
| 9. POSTPONE INDEFINITELY | 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 3.10 (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**.

MOTIONS WITH NO SPECIAL ORDER

| MOTION | EXAMPLE | SEC | DEBATE | AMEND | VOTE | NOTES |
|----------------------------|--|-----|--------|-------|----------|--|
| POINT OF ORDER | I rise to a point of order | No | No | No | None | Ruled upon by chair. May interrupt a speaker. |
| APPEAL | 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. |
| COMMITTEE OF THE WHOLE | I move to suspend the rule and ... and ... | Yes | No | No | 2/3 | Bylaws may never be suspended. |
| OBJECTION TO CONSIDERATION | I object to consideration of this question | No | No | No | 2/3 | In order only until debate on main motion begins. |
| COUNTED VOTE | 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. |
| DIVISION OF MOTION | I move to divide the motion by ... | Yes | No | Yes | Majority | Separates motion if feasible. |
| POINT OF INFORMATION | I rise to a point of information | No | No | No | None | Answered by Chair. May interrupt a speaker if important. |
| RECONSIDER | 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. |
| TAKE FROM THE TABLE | I move to take the motion re ... from the table | Yes | No | No | Majority | Brings a tabled motion back to the assembly. |
| WITHDRAW A MOTION | 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.

We, as SUN members, agree that everyone here has equal value.

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 this will lead to. We must ensure our words are not empty, not defeated through any action that embarrasses, insults, humiliates or degrades.

When a Joke is Not a Joke

Racial, ethnic, and sexist jokes originated in those 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 can 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 behavior. 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 behavior continues.
2. If the inappropriate behavior persists, approach one, or both, of the designed representatives who will investigate the matter.

You may seek out the designated anti-harassment representatives in the first instance, if you are unwilling to approach the harasser because of the impact the action(s) have on you.

Equality and Solidarity

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

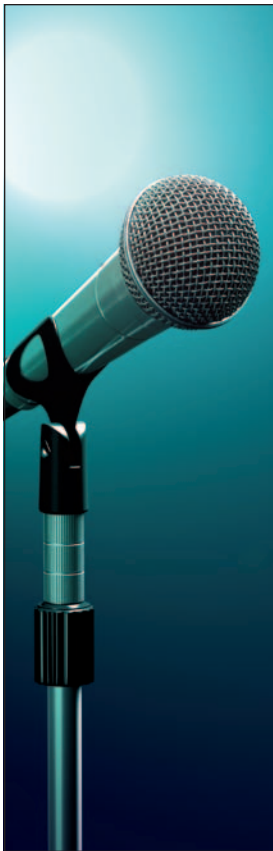
We declare this a harassment-free convention, and encourage SUN members to challenge issues, not individuals.

Your Meeting, Your Voice

SUN members are encouraged to ask questions and provide their feedback during discussion of resolutions, discussion papers, and/or following presentations and reports. The floor during all SUN meetings, including the Annual Meeting, is intended to be a safe and welcoming environment for all SUN members to feel free to speak their minds in a respectful setting.

Tips for Speaking at the Microphone

- Before approaching the microphone, take a moment to gather your thoughts, write them down to ensure you are clear and concise in your question/comment.
- When it is your turn to speak, don't forget to state your name, local #, and whether you are a first time speaker before you state your question or comment.
 - First time speakers get a prize!
- Questions and comments must be presented to the Chair of the meeting and address the motion or discussion before the assembly, **not** individuals.
 - 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.
- Be sure to speak clearly and directly into the microphone
 - Try not to move or look around as you speak.
 - Make sure you are an appropriate distance from the microphone — not too far and not too close.
 - While awaiting your turn to speak, adjust the microphone (not the stand) to ensure you are speaking into the microphone and can be heard.



Nominations for the 2017 SUN Elections closed on January 17, 2017.
Thank you to everyone who allowed their name to stand for nomination.

Elected By Acclamation

BOARD OF DIRECTORS

| | |
|-------------------------|---------------------------|
| President: | Tracy Zambory, Local 49.1 |
| Second Vice-President: | Paul Kuling, Local 101 |
| Regional Rep, Region 1: | Barb Fisher, Local 62 |
| Regional Rep, Region 3: | Jason Parkvold, Local 43 |
| Regional Rep, Region 5: | Leslie Saunders, Local 65 |
| Regional Rep, Region 7: | Fred Bordas, Local 224 |

COMMITTEES

| | |
|-------------------------|--|
| CB&R Committee: | Rachel Hyatt-Hiebert, Local 69 Crystal Kuras, Local 14 Candace Lahoda, Local 75 Kushal Sharma, Local 107 |
| Nominations Committee: | Shannon Mychan, Local 62 Connie Paul, Local 68 Garth Wright, Local 276 |
| Program Committee: | Bonnie Nelson, Local 68 Michelle Rae, Local 276 Carole Smulan, Locals 9, 246 & 290 Lorraine Wilson, Local 151 |
| Program Committee: | Bonnie Nelson, Local 68 Michelle Rae, Local 276 Carole Smulan, Locals 9, 246 & 290 Lorraine Wilson, Local 151 |
| Negotiations Committee: | |
| Saskatoon Base Hospital | Janet Dziadyk, Local 75 |
| Regina Base Hospital | Pamela Todd, Local 105 |
| Regional Hospitals | Patricia Chubb, Local 33 |
| Home Care | Lenore McMillan, Local 220 |
| Canadian Blood Services | Louise Wilk, Local 98 |
| Public Health | Tamsen Dierker, Local 285 |
| Member from the North | Warren Koch, Local 109 |

To Be Elected by Mail-in Ballot

The following positions will be elected by mail-in ballot. See page 32 of this publication for each candidate's position statement.

Negotiations Committee, Long Term Care Representative

- Yvonne Hotzak, Locals 43 & 238
- Pat F. Smith, Local 126

Negotiations Committee, Extendingcare Representative

- Cheryl Duffy, Local 99
- Joyce Taylor, Local 99

As per Bylaw 4.12, ballots will be delivered to eligible members no later than the last business day of the third week in February.

Ballots must be received at the Regina SUN office by 1630 hours, April 12, 2017 (Bylaw 4.13).

To Be Elected at Annual Meeting (Bylaw 4.14)

Finance Committee – 2 to be elected

Program Committee – 1 to be elected

Negotiations Committee – 1 to be elected from each of the following:

- Community Based Facilities
- Integrated Facilities
- Mental Health

Candidates for Negotiations Committee

Ballots must be received at the Regina SUN office by 1630 hours, April 12, 2017 (Bylaw 4.13).

Note: As per Membership Policy 023-M-2007, the position statement(s) published have not been edited by SUN staff or committees, unless a position statement exceeded the maximum word limit. Any additional words have not been published.

Long Term Care Representative

One (1) to be elected by mail-in ballot.

Yvonne Hotzak, Locals 43 and 238

My name is Yvonne Hotzak, an RN for 31 years, Local President 238 LTC. I wish to continue on as a negotiations team member to carry on our history over the past few contracts. I work at Norquay Health Center, LTC and casual in Yorkton in the OR/RR. I have worked in a number of other facilities, St. Paul's Hospital, University Hospital, BC, a few US states, and overseas. I have been very involved in developing our current contract and negotiating with our team and SAHO.

As a SUN representative, I have done facilitation for the SFL educating others and attending their educational sessions on Collective Bargaining.

I will represent you with the integrity and respect that all SUN members expect. Please support me in keeping me on as an integral member of the Negotiations Committee.

Pat F. Smith, RPN, Local 126

I am committed to SUN, our members, and to the principles of collective bargaining.

My 27 years employed at Porteous Lodge in the SHR, and my years involved in SUN has given me experience, and knowledge in the challenges we face everyday in LTC.

I am active in the Local, OH&S, SDC, Provincial, and attend SFL, CFNU, CMHN, GNU, CLC conferences.

I have completed all SUN labour education, and too many workshops to list.

LTC has unique struggles with workload, staffing levels, replacement with other health care professionals, clarification of roles, and 24/7 RN/RPN staffing.

I will bring new ideas, approach, and the spirit of collaboration to the bargaining table for a voice of RNs and RPNs.

I am committed to communicating with you, listening to you, and bringing your thoughts to the collective at the table.

Thank you in advance for your support.

Pat

Extendicare Representative

One (1) to be elected by mail-in ballot.

Cheryl Duffy, Local 99

I have been an active member in SUN since the inception of my first local in 1999.

Throughout my career I have been involved in many aspects at a local level.

I have also attended many AGM's and education sessions through SUN.

I have been involved with two bargaining sessions for Extendicare; the most recent was the latest collective agreement.

I have enjoyed the process and feel that I would like to be involved in the next round of bargaining as we face even more dynamic and extreme challenges in Health Reform.

It is crucial that we continue to maintain safe patient/resident care, safe professional practice, processes that identify and support workload issues competitiveness to recruit and retain nurses in our Province and a fair and equitable collective agreement.

Please accept my application.

Thank you

Cheryl Duffy R.N. Extendicare Moose Jaw

Joyce Taylor, Local 99

I have allowed my name to be submitted for the position available for a member of Extendicare's Negotiations Committee.

Having joined Extendicare's team in 2003 and working on various committee's I have held positions on the executive such as OH&S employee chair (now serving as an alternate); NAC chair and most recently Local President for the past three years.

I feel I could serve the membership more efficiently if I have a better understanding of not only the collective agreement but the reasoning behind the decision making on our behalf.

Thank you for considering my request. I have never sat on a negotiating committee before and feel I would enjoy the experience.

In solidarity,

Joyce Taylor RPN

Local 99, Extendicare Moose Jaw

| Local # | Locals Name | SDC Name |
|---------|---|---------------------------------|
| 1 | Davidson Health Centre | Mid-West District |
| 2 | Rosthern Hospital | Gabriel Springs District |
| 3 | Preeceville Hospital | Assiniboine Valley District |
| 4 | Langenburg Health Centre | East Central District |
| 5 | Nipawin Hospital | North East District |
| 6 | Unity Hospital | Greenhead District |
| 7 | Melville, St. Paul Lutheran Home | North Valley District |
| 8 | Rosetown & District Health Centre | Mid-West District |
| 9 | Balcarres Integrated Care Centre | Touchwood – Qu'Appelle District |
| 10 | Arcola Health Centre | Moose Mountain District |
| 11 | Kindersley Integrated Health Care Facility | Prairie West District |
| 12 | Maidstone Health Complex | Battlefords District |
| 14 | Tisdale Hospital | Pasquia District |
| 15 | Wynyard Hospital | Living Sky District |
| 16 | Porcupine Carragana Hospital | Pasquia District |
| 17 | Kyle & District Health Centre | Mid-West District |
| 19 | Kelvington Hospital | Pasquia District |
| 20 | Rose Valley Health Centre | Pasquia District |
| 21 | Wolseley Memorial Union Hospital | Pipestone District |
| 22 | Saskatoon, Sherbrooke Community Centre | Saskatoon District |
| 25 | Nokomis Health Centre | Living Sky District |
| 27 | Birch Hills Health Facility | Prince Albert District |
| 28 | Gainsborough & Area Health Centre | Southeast District |
| 29 | Indian Head Hospital | Pipestone District |
| 30 | Meadow Lake Union Hospital and Home Care | Northwest District |
| 31 | Assiniboia Union Hospital Integrated Facility | South Country District |
| 32 | Dinsmore Health Care Centre | Mid-West District |
| 33 | Battlefords Union Hospital | Battlefords District |
| 34 | Humboldt District Hospital | Central Plains District |
| 35 | Moosomin, Southeast Integrated Care Centre | Pipestone District |
| 36 | Oxbow, Galloway Health Centre | Southeast District |
| 37 | Rockglen, Grasslands Health Centre | South Country District |
| 43 | Yorkton, DNH, RHC, Anderson Lodge and Lakeside Nursing Home | East Central District |
| 44 | Melfort Hospital | North Central District |
| 45 | Canora Hospital | Assiniboine Valley District |
| 47 | Hafford Special Care and Long Term Care | Parkland District |
| 48 | Estevan Regional Nursing Home | Southeast District |
| 49 | Fillmore Health Centre | Southeast District |
| 50 | Montmartre Health Centre | Pipestone District |
| 51 | Watrous Hospital | Living Sky District |

| Local # | Locals Name | SDC Name |
|---------|--|----------------------------------|
| 52 | Wawota Memorial Health Centre/ Deer View Lodge | Moose Mountain District |
| 53 | Biggar Hospital | Greenhead District |
| 55 | Redvers Health Centre | Moose Mountain District |
| 56 | Kerrobert Integrated Health Care Facility | Prairie West District |
| 59 | Imperial, Long Lake Valley Integrated Facility | Regina District |
| 60 | Lampman Community Health Centre | Southeast District |
| 61 | Cabri, Prairie Health Care Centre | Rolling Southwest District |
| 62 | Prince Albert, Victoria Hospital | Prince Albert District |
| 63 | Weyburn General Hospital | South Central District |
| 64 | Gravelbourg, St. Joseph's Hospital/ Foyer d'Youville | South Country District |
| 65 | Kipling Memorial Health Centre | Moose Mountain District |
| 66 | Regina, Extencicare Elmview/Sunset | Regina District |
| 67 | Broadview Hospital | Pipestone District |
| 68 | Dr. F.H. Wigmore Regional Hospital (formerly Moose Jaw Union Hospital) | Moose Jaw-Thunder Creek District |
| 69 | Swift Current, Cypress Regional Hospital/Home Care | Swift Current District |
| 71 | Lloydminster Hospital | Lloydminster District |
| 72 | Wadena Hospital and Pleasant View Care Home | Central Plains District |
| 73 | Ile-a-la-Crosse, St. Joseph's Hospital | KYRHA District |
| 75 | Saskatoon, Royal University Hospital | Saskatoon District |
| 76 | Loon Lake Union Hospital & Special Care Home | Northwest District |
| 78 | Kamsack Hospital | Assiniboine Valley District |
| 79 | Radville Marian Health Center | South Central District |
| 80 | Leader Hospital | Rolling Southwest District |
| 82 | Lanigan Hospital | Living Sky District |
| 83 | Ituna Pioneer Health Care Centre | North Valley District |
| 85 | Lestock, St. Joseph's Integrated Care Centre | Touchwood – Qu'Appelle District |
| 86 | Cut Knife Health Complex | Battlefords District |
| 87 | Shaunavon Hospital and Care Centre and Community Services | Rolling Southwest District |
| 89 | Shellbrook Hospital | Parkland District |
| 90 | Turtleford, Riverside Memorial Hospital | Battlefords District |
| 91 | Edam, Lady Minto Health Care Centre | Battlefords District |
| 92 | Spiritwood and District Health Complex | Parkland District |
| 93 | Big River Health Centre | Parkland District |
| 94 | Hudson Bay Health Care Facility | Pasquia District |
| 95 | Lucky Lake Health Centre | Mid-West District |
| 96 | Craik and District Health Centre | Moose Jaw-Thunder Creek District |

LOCAL LISTING CONTINUED

| Local # | Locals Name | SDC Name |
|---------|---|-------------------------------------|
| 97 | Canora, Gateway Lodge | Assiniboine Valley District |
| 98 | Regina, Canadian Blood Services | Regina District |
| 99 | Moose Jaw, Extencicare | Moose Jaw-Thunder Creek District |
| 100 | Regina, Parkside Nursing Home | Regina District |
| 101 | Saskatoon, St. Paul's Hospital | Saskatoon District |
| 102 | Melville, St. Peter's Hospital | North Valley District |
| 103 | Southwest Integrated Health Care Facility (formerly Maple Creek Union Hospital) | Rolling Southwest District |
| 104 | Estevan, St. Joseph's Hospital | Southeast District |
| 105 | Regina, Pasqua Hospital | Regina District |
| 106 | Regina General Hospital | Regina District |
| 107 | Saskatoon, City Hospital | Saskatoon District |
| 108 | Wilkie and District Health Centre/ Poplar Courts Special Care Home | Greenhead District |
| 109 | La Ronge Health Centre | Mamawetan/ Churchill River District |
| 111 | Saskatoon, Extencicare | Saskatoon District |
| 112 | Eastend Wolf Willow Health Centre | Rolling Southwest District |
| 113 | Coronach & District Health Centre | South Central District |
| 115 | Esterhazy, St. Anthony's Hospital | North Valley District |
| 117 | North Battleford, River Heights Lodge | Battlefords District |
| 119 | Wynyard, Golden Acres Nursing Home | Living Sky District |
| 120 | La Loche Health Centre | KYRHA District |
| 121 | Saskatoon Convalescent Home | Saskatoon District |
| 122 | Humboldt, St. Mary's Villa | Central Plains District |
| 123 | Midale, Mainprize Manor & Health Centre | Southeast District |
| 124 | Moose Jaw, Providence Place | Moose Jaw-Thunder Creek District |
| 125 | Goodsoil, L. Gervais Memorial Health Centre | Northwest District |
| 126 | Saskatoon, Jubilee Residences | Saskatoon District |
| 127 | North Battleford, Villa Pascal | Battlefords District |
| 128 | Macklin, St. Joseph's Health Centre | Greenhead District |
| 129 | Central Butte Regency Hospital | Moose Jaw-Thunder Creek District |
| 130 | Beechy Health Centre | Mid-West District |
| 136 | Saskatoon, St. Ann's Home | Saskatoon District |
| 137 | Biggar, Diamond Lodge | Greenhead District |
| 139 | Lafleche Health Centre | South Country District |
| 141 | Saskatoon Home Care, Family Health Services | Saskatoon District |
| 142 | Saskatoon, Oliver Lodge | Saskatoon District |
| 143 | Mankota, Prairie View Health Centre | Rolling Southwest District |
| 146 | South Country Home Care, Assiniboia | South Country District |
| 147 | Kamsack & District Nursing Home | Assiniboine Valley District |

| Local # | Locals Name | SDC Name |
|---------|---|----------------------------|
| 149 | Saskatoon, Lutheran Sunset Home | Saskatoon District |
| 150 | Lanigan, Central Parkland Lodge | Living Sky District |
| 151 | Saskatoon, Parkridge Centre | Saskatoon District |
| 152 | Whitewood Community Health Centre | Pipestone District |
| 153 | Elrose Health Centre | Mid-West District |
| 156 | Cupar Health Centre | Regina District |
| 158 | Regina, Santa Maria Senior Citizens Home Inc. | Regina District |
| 160 | Gull Lake Integrated Facility | Rolling Southwest District |
| 161 | Esterhazy, Centennial Special Care Home | North Valley District |
| 163 | Assiniboia, Ross Payant Home | South Country District |
| 164 | Regina Lutheran Housing Corporation | Regina District |
| 165 | Foam Lake Jubilee Home | East Central District |
| 166 | Bengough Health Centre | South Central District |
| 167 | Duck Lake and District Nursing Home, Inc | Gabriel Springs District |
| 168 | Middle Lake, Bethany Pioneer Village Inc. | Central Plains District |
| 169 | Cupar & District Nursing Home | Regina District |
| 172 | Porcupine Plain, Red Deer Nursing Home | Pasquia District |
| 175 | Leoville, Evergreen Health Centre | Parkland District |
| 176 | Kinistino, Jubilee Lodge | Prince Albert District |
| 178 | Wakaw, Lakeview Pioneer Lodge | Gabriel Springs District |
| 179 | Outlook Health Centre | Mid-West District |
| 181 | Nipawin, Pineview Lodge | North East District |
| 182 | Borden Community Health Centre | Saskatoon District |
| 183 | Watson, Quill Plains Lodge & Health Centre | Central Plains District |
| 184 | Sun Country Home Care South | Southeast District |
| 186 | Ponteix Health Centre | Rolling Southwest District |
| 187 | Wilcox, Athol Murray College of Notre Dame | Regina District |
| 188 | Kelvington, Kelvindell Lodge Company | Pasquia District |
| 189 | Herbert & District Integrated Health Facility | Rolling Southwest District |
| 191 | Broadview & District Centennial Lodge | Pipestone District |
| 193 | Prince Albert, Mont St. Joseph Home Inc. | Prince Albert District |
| 196 | St. Walburg Health Complex and Lakeland Lodge | Battlefords District |
| 198 | Saskatoon, Canadian Blood Services | Saskatoon District |
| 199 | Eston Integrated Health Care Facility | Prairie West District |
| 200 | Biggar & District Home Care | Greenhead District |
| 202 | Grenfell District | Pipestone District |

| Local # | Locals Name | SDC Name |
|---------|--|-------------------------------------|
| 205 | Climax, Border Health Centre | Rolling Southwest District |
| 207 | Sunrise Health Authority Home Care | East Central District |
| 210 | Fort Pelly, Livingstone Home Care Community Services | Assiniboine Valley District |
| 213 | Raymore, Silver Heights Special Care Home | Touchwood – Qu'Appelle District |
| 214 | Canora, Home Care Community Services | Assiniboine Valley District |
| 220 | North Battleford, Battlefords & District Home Care | Battlefords District |
| 221 | Lloydminster, Jubilee Home | Lloydminster District |
| 224 | Regina District Home Care | Regina District |
| 226 | Carrot River Heath Centre | North East District |
| 227 | Cudworth Nursing Home and Health Centre | Central Plains District |
| 228 | Arborfield Special Care Lodge and Health Centre | North East District |
| 236 | Invermay Health Centre | Assiniboine Valley District |
| 238 | Norquay Health Centre | Assiniboine Valley District |
| 241 | Strasbourg, Last Mountain Pioneer Home | Living Sky District |
| 242 | Twin Rivers Home Care | Lloydminster District |
| 245 | Sun Country Home Care East | Moose Mountain District |
| 246 | Touchwood Qu'Appelle Home Care and Public Health, Fort Qu'Appelle | Touchwood - Qu'Appelle District |
| 249 | La Ronge, MCRHR Community & Primary Care Nurses | Mamawetan/ Churchill River District |
| 253 | Wheatland Lodge | Parkland District |
| 254 | Shellbrook, Parkland Terrace | Parkland District |
| 255 | Regina Pioneer Village Ltd. | Regina District |
| 257 | Saskatoon District Public Health & other Community Nurses | Saskatoon District |
| 258 | Saskatoon, Community Mental Health Services | Saskatoon District |
| 259 | North Battleford, Saskatchewan Hospital & Battlefords Mental Health Centre | Battlefords District |
| 260 | Prince Albert, Mental Health Centre | Prince Albert District |
| 262 | Battleford's District Care Centre | Battlefords District |
| 264 | Nipawin Area Home Care | North East District |
| 265 | Prince Albert Public Health Unit and Sexual Health Clinic | Prince Albert District |
| 266 | Yorkton Mental Health | East Central District |
| 267 | Canwood, Whispering Pine Place | Parkland District |
| 268 | Regina, Wascana Rehabilitation Centre | Regina District |
| 273 | Saskatoon Veteran's Home | Saskatoon District |
| 274 | Wolseley, Lakeside Special Care Home | Pipestone District |
| 276 | RHD, Public/Mental Health Services & STD Clinic | Regina District |

| Local # | Locals Name | SDC Name |
|---------|---|---------------------------------|
| 277 | Swift Current, Palliser Regional Care Center | Swift Current District |
| 279 | North Battleford, Community Health Nurses | Battlefords District |
| 282 | Meadow Lake, Northland Pioneer Lodge | Northwest District |
| 283 | Prairie North Health Region, Community Health Services | Northwest District |
| 284 | Heartland Health Community Services | Greenhead District |
| 285 | Sunrise Public Health Nurses | East Central District |
| 286 | SHR (Rosthern & Wakaw), Homecare, PHN's and Comm. Mental Health | Gabriel Springs District |
| 287 | Central Plains Home Care, West Humboldt | Central Plains District |
| 288 | Living Sky Health District, Public Health Services | Living Sky District |
| 290 | North Valley Home Care | North Valley District |
| 292 | Central Plains Home Care, East Wadena | Central Plains District |
| 293 | Prairie West Health District, Community Based Services | Prairie West District |
| 294 | Nipawin Public Health/Cumberland House Health Centre | North East District |
| 295 | Melfort Area Home Care | North Central District |
| 296 | Melfort Public Health & Mental Health Addictions | North Central District |
| 298 | Tisdale Public Health | Pasquia District |
| 299 | Pineland Home Care | Prince Albert District |
| 301 | Sun Country Community Health Services | Moose Mountain District |
| 302 | Midwest District Health, Public Health Nursing and Community Services | Mid-West District |
| 303 | Echo Lodge | Touchwood – Qu'Appelle District |
| 304 | Swift Current Community Health | Swift Current District |
| 305 | Community Health Services – Public Health | Central Plains District |
| 306 | Pipestone Public Health | Pipestone District |
| 307 | Saskatoon, Central Haven Special Care Home | Saskatoon District |
| 308 | KYHD Community Based Services | KYRHA District |
| 309 | Parkland Public Health | Parkland District |
| 310 | Saskatoon, St. Joseph's Home | Saskatoon District |
| 311 | Melfort, Parkland Place | North Central District |
| 312 | Fort Qu'Appelle, All Nations Healing Hospital | Touchwood – Qu'Appelle District |
| 313 | PAPHR Nurse Practitioners | Parkland District |
| 314 | Regina Public School Board Nurses | Regina District |



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2330 2nd Avenue
Regina, SK S4R 1A6
Telephone: 306-525-1666
Toll Free: 1-800-667-7060
Fax: 306-522-4612
E-mail: regina@sun-nurses.sk.ca
Web site: www.sun-nurses.sk.ca

Publication Agreement Number – 40065076