

# Years Strong

**YEAR IN REVIEW** | Annual Meeting Guide

**APRIL 2023 — MARCH 2024**



# 50 years strong.

## FROM THE PRESIDENT'S DESK

Photo: Tracy Zambory, SUN President, with Minister of Health of Canada, Mark Holland

**FIFTY YEARS AGO, A GROUP OF PIONEERING REGISTERED NURSES UNITED TO TAKE CONTROL OF THEIR OWN DESTINY.**

SUN owes a lot to their courage and hard work. *It's important to remember that we stand on the shoulders of those who came before us.*

Had these trailblazers not fought so hard for their collective rights, SUN could not have accomplished so much for Saskatchewan's patients, our health system, and registered nurses over these past 50 years.

It's hard to imagine what it was like before the formation of our Union. No benefits, no maternity leave, no sick leave, no job security, and no consistency in wages across the province.

Registered nurses needed a collective voice. We simply could not have been the advocates our patients needed and have come to rely on over the years because we lacked the stability and respect we deserved and required to thrive in both our personal and professional lives. *From day one, SUN's founders knew that safe patient care was dependent on a healthy registered nursing workforce.*

JANUARY 19  
1974



“We have been bold, we have been fearless...”

**ON JANUARY 19, 1974, 89 REGISTERED NURSES FROM DOZENS OF ASSOCIATIONS ACROSS SASKATCHEWAN SAID, “ENOUGH IS ENOUGH” AND IN A HISTORIC VOTE, SUN WAS BORN.**

From our humble beginnings in a basement in Regina, *SUN has grown to represent more than 11,000 Registered Nurses, Registered Psychiatric Nurses, and Nurse Practitioners in every corner of our province.* Our Union – and the voice of registered nurses – has become one of the most respected leaders in healthcare across Saskatchewan and Canada. I am so proud of everything we have achieved together.

The road has not always been easy. SUN has a long history of collective action, all aimed at improving conditions for both registered nurses and patients. Over the years, *SUN members have fought for better ways to safely advocate for their patients in their workplaces,* and fairer, more competitive wages to address chronic registered nursing shortages.

## Resilience In A Difficult Year

**WE HAVE BEEN BOLD, WE HAVE BEEN FEARLESS, AND ON OCCASION, WE HAVE EVEN BEEN DRAMATIC.** I am thinking about the hundreds of discarded nursing shoes we placed on the steps of the legislature in 1999, symbolizing Saskatchewan’s loss of registered nurses to other provinces.

There has been a lot of laughter and many tears, however, throughout our history, one thing has become abundantly clear: *Being a SUN member is like coming home to family.* We are always there for each other because we know that we are stronger together.

I cannot help but draw comparisons to the struggles that we have faced since our inception, when thinking about the past 12 months. The years following the COVID-19 pandemic have been difficult.

Demands on all areas of care were already routinely leading to overcrowding, long waits, unsafe working conditions for registered nurses, and unsafe staffing levels for patients, long before the pandemic hit. COVID-19 only made things worse.

*Saskatchewan is now facing one of its biggest nursing shortages in decades.* As a direct result, health care is now in crisis. The consequences for patients, communities and registered nurses have been profound.

Rural and urban critical care bypasses, understaffed and overcrowded emergency rooms, cancelled and delayed surgeries, and even weeks-long regional hospital intensive care bed closures, have all become regular symptoms of this crisis.

In 2023, *these shortages pushed registered nurses to work unfathomable amounts of overtime, exceeding one million hours, with some working 16 to 24 hours continuously.* These conditions are fuelling fatigue and burnout, and a growing number of registered nurses are seeking alternatives to full-time work, or to the profession altogether.

It’s easy to feel despondent in this climate, but instead, I find myself feeling hopeful. *I look back on the past year and I see a resilience, defiance, and fire in the hearts of registered nurses that resembles the bravery we’ve witnessed since SUN’s very first day.*

# Unbreakable Solidarity

**NOT SINCE 1999 HAVE SASKATCHEWAN'S REGISTERED NURSES TAKEN TO THE STREETS TO DEFEND THEIR PATIENTS, BUT IN 2023, THIS HAPPENED NOT JUST ONCE, BUT TWICE!**

Rallies in both Regina and Saskatoon brought hundreds of SUN members out to call for safer registered nurse staffing. As fearless members, some just beginning their careers, faced large crowds and the media to share personal stories from the frontline, I was reminded of the collective strength we have built together.

*SUN members also showed up in force at meetings and events, and sent hundreds of personal emails to government to raise their concerns – a show of solidarity that no one does better than registered nurses.*

When it came to patient advocacy, SUN members doubled down on documenting their professional practice, staffing, and workload concerns this past year. *This translated into numerous big wins for patients and registered nurses, particularly when it came to increased baseline staffing.*

*These growing levels of engagement signify a groundswell of activism reminiscent of some of SUN's most pivotal moments in history from our beginnings through our strike years.*

To me, this is what hope for a better future looks like.

Having this unbreakable force for change – more than 11,000 strong – at my back has helped me tremendously in my role as president.

I know that SUN members trust me to speak for them. There's nothing I take more seriously.

*This past year we have continued to leverage SUN's influential and sought after voice to elevate member concerns in the media.* This remains a critical part of SUN's advocacy strategy as the public are often unaware of what's playing out in the health system until they seek care for themselves or their loved ones. Unfortunately, governments seldom act unless compelled to by their constituents. This is why our strong media presence remains so crucial to our success.

*In 2023, I prioritized meeting with all levels of health care decision-makers in our province.* I took SUN member concerns to the premier, the Minister of Health, the Saskatchewan Health Authority, and the Federal Minister of Health. I did this on numerous occasions throughout the year and I will not stop until the voice of registered nurses across our province are finally acted upon. Our ask is reasonable, focused, and clear: work with registered nurses to solve the crisis.

Registered nurses are collaborative problem-solvers. We touch every corner of the health system.

*We have the answers. It's time to get to work – together.*



2024





# A Bright Future

**IN 2024, SUN HEADS TO THE BARGAINING TABLE AMIDST WORSENING REGISTERED NURSE SHORTAGES, AN AILING HEALTH SYSTEM DESPERATELY IN NEED OF RESUSCITATION, AND A RISING COST OF LIVING.** This is a tough climate to negotiate in, especially when there's so much that needs fixing.

Saskatchewan registered nurses need to see a commitment to rebuilding the workforce through retention and recruitment. We need an agreement that will help SUN members find balance, while feeling acknowledged, valued, and respected.

Some may argue it was a year riddled with horrors from the frontline. Yes, this may be true. But what I see is a beginning of movement for change, rooted in a half century of activism and unshakeable solidarity – a solidarity that will be our touchstone in the year ahead.

If the past 50 years have taught us anything, it's that Saskatchewan registered nurses will never back down. We always put patients first, we raise each other up, and we get things done.

I'd say, our future is bright.

Here's to another 50 years strong! Happy birthday SUN!

“... Saskatchewan registered nurses will never back down.”

2074





# Committee Reports



# Constitution, Bylaws and Resolutions Committee

**THE CB&R COMMITTEE IS MADE UP OF** myself, Rachel Hyatt-Hiebert (Chair), Candace Lahoda, Mandie Senger and Maureen Arsenau (Board Rep). We welcomed new member, Trudy Derkach to our team after the 2023 annual meeting and it has been a wonderful experience getting to know and work alongside her.

## **THE COMMITTEE MEETS THREE TIMES A YEAR AND IS TASKED WITH PREPARING FOR AND PRESIDING OVER THE BUSINESS PORTION OF THE ANNUAL MEETING.**

This year was another busy year for the Committee as member engagement was high and the number of resolutions put forward numbered over one hundred. It was wonderful to see the high level of member engagement. Being able to meet in person was also a highlight for the committee as we had two members who had only participated in their role virtually.

*The committee continually evaluates how they can improve processes to best support members and the union as a whole.* Currently we have been discussing future work to be done regarding bylaw numbering and standardization between committees. It will be exciting to see where those discussions lead.

*The committee would like to thank Nina Johnson not only for her administrative support but for going above and beyond to make our meetings successful.* Her expertise and attention to detail allows our committee to function smoothly. Thank You Nina!

**Rachel Hyatt-Hiebert, RN**  
**CHAIR**

# Finance Committee

**THE FINANCE COMMITTEE CONSISTS OF:** Denise Dick, RN – First Vice-President, Tracy Zambory, RN – President, Angela Felskie, RN and Barbara Deets, RN; ex-officio members are Executive Director Donna Trainor, RN and SUN’s Accountant Lorna Bingaman.

**THE FINANCE COMMITTEE’S ROLE INCLUDES MAKING RECOMMENDATIONS REGARDING FINANCIAL IMPLICATIONS OF POLICY AND ADMINISTRATIVE DECISIONS TO THE BOARD;** the review and recommendation of annual budget for submission to the Board; and overseeing expenditures, revenues and investment portfolios.

*In order to carry out these duties, the Committee met two times in 2023 and 2024:*

- **OCTOBER 16, 2023:** Met with a representative from RBC Dominion Securities to review SUN’s investment portfolio and ensure SUN’s investment policy remains relevant. In addition, the Committee reviewed the presentation of proposed 2024 budget and recommended approval to the Board of Directors.
- **MARCH 1, 2024:** Reviewed the Audited Financial Statements in detail with the Auditor; recommended acceptance of the respective statements to the Board of Directors.

The 2024 Budget was approved by the Board of Directors on October 17, 2023, with assumptions based on 8,900 members.

To ensure accountability, as well as ensure SUN continues to follow best practices and sound accounting principles, SUN’s financial statements are reviewed on an annual basis by an independent auditor. MNP LLP conducted an audit of SUN’s financial records in February 2024; the audited statements can be found starting on [page 12](#) of this publication.

**Denise Dick, RN**  
**CHAIR**

# Nominations Committee

**THE NOMINATIONS COMMITTEE MET FOR THE FALL MEETING IN REGINA.** The updates of SUN were reviewed and planning for upcoming meetings were reviewed to be considered for the committee to plan deadlines for Nominations.

There was a review of the nominations forms and the memos applicable to the Call for Nominations that will be sent to the members and local presidents for the positions that need to be elected in 2024.

There will be a notification to all members that the nominees will be voted on March 13, 2023, pending any acclamations from the close of nominations on January 15, 2024 at 1200 hours.

**THE NOMINATIONS COMMITTEE CONSISTS OF:** Garth Wright (chair), Gail Kizlyk, and Catherine Araos. The committee would like to send our appreciation to the SUN Support Staff who have assisted our committee over this last year. Thank you to Deborah Graham and Nina Johnson. Their work does not go unnoticed, and is very much appreciated.

**Garth Wright, RN**  
**CHAIR**



# Community Connections Committee

## YOUR COMMUNITY CONNECTIONS COMMITTEE CONSISTS

**OF:** Tracy Bergen, Jesslaine Nickolet, Lilian Fehr, Tess Ariss, Yvonne Sawatzky, Lynne Eikel, Board Liaison.

**THE PURPOSE OF THE COMMUNITY CONNECTIONS COMMITTEE IS TO RESEARCH COMMUNITY PROGRAMS FOR THE ANNUAL COMMUNITY SUPPORT PROJECT** as determined by the SUN Board of Directors and to encourage Locals to consider involvement in community programs. We will be supporting the Food Banks of Saskatchewan this year.

The Committee has met in person and via Zoom to discuss goals and create an action plan to investigate possible opportunities to provide support to the Food Banks of Saskatchewan. The Committee is also investigating ways to engage Locals to support the Food Banks in their communities. The Committee will meet in January and March to solidify plans for an Annual Meeting activity and take the opportunity to volunteer at a Food Bank. We look forward to sharing more information at the Annual Meeting in April.

**Tracy Bergen, RN**  
CHAIR

# Negotiations Committee

**THE PROVINCIAL NEGOTIATIONS COMMITTEE IS COMPRISED OF 10 SUN MEMBERS REPRESENTING VARIOUS SECTORS OF SUN'S MEMBERSHIP.**

The Committee began its work during the summer months in 2023, following an orientation into their new role, as well as an in-depth look at the environment around us.

In September 2023, the Committee met to discuss the bargaining priorities set by the SUN Board of Directors and began development of the principles package, which was presented and ratified at the Bargaining Conference (January 2024).

**SUN has a strong history of fighting for our patients - but a key component in this equation of success is us, the registered nurses. We are the backbone of the healthcare system.** We are hands down the largest direct care provider in healthcare. We are the lynch pin – if you break us, the consequences can be catastrophic.

**This round of bargaining is “mission critical”** – for without creating a workplace that takes action to protect their

registered nurses and demonstrates true respect and value, our healthcare system will continue to crumble, patients will continue to be put at risk and registered nurses will continue to make the difficult decision to walk away from a profession they love. It is our mission to negotiate a collective agreement for SUN members that does just that.

Work and life balance. **We need a workplace that provides balance between the demands of the profession and the obligations in our personal life.**

The Committee is currently reviewing the feedback obtained at the Bargaining Conference earlier this year and working on the development of the bargaining proposals they will present to the Employer, as it relates to the priorities set by the SUN Board of Directors and the ratified principles from the conference.

SUN provided notice to bargain with SAHO on January 29th, 2024 and at the time of publication, is in the process of securing dates to begin our discussions towards the negotiation of a new Collective Agreement.

**The Negotiations Committee encourages all SUN members to stay connected and up to date on their progress at the bargaining table by keeping an eye on their emails and following SUN on social media.**

## YOUR NEGOTIATIONS COMMITTEE CONSISTS OF:

- **Tracy Zambory** — SUN President
- **Mark Henderson** — Second Vice-President & Committee Chair
- **Lenore McMillan** — Home Care Representative
- **Tricia Jones** — Integrated Facilities Representative
- **Linda Maurer** — Long Term Care Representative
- **Krystle Wallman** — Mental Health Representative
- **Lesley Shoemaker** — Nurse Practitioners Representative
- **Rebecca Pott** — Public Health Representative
- **Pamela Todd** — Regina Base Hospitals Representative
- **Leah Puetz** — Regional Hospitals Representative
- **Racheal Martens** — Saskatoon Base Hospitals Representative
- **Dean Job** — Director of Labour Relations
- **Amber Alecxe** — Director of Government Relations
- **Dave Nameth** — Labour Relations Officer
- **Aidan Conway** — Research and Policy Analyst
- **Janelle Ruhr** — Administrative Assistant

**Mark Henderson, RN**  
CHAIR



# Financial Statements



## Management's Responsibility

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To the Members of Saskatchewan Union of Nurses:

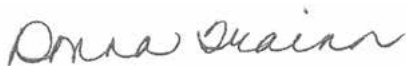
Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting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

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

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

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

March 5, 2024



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Executive Director



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President

# Independent Auditor's Report

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To the Members of Saskatchewan Union of Nurses:

## Opinion

We have audited the financial statements of Saskatchewan Union of Nurses ("SUN"), which comprise the statement of financial position as at December 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of SUN as at December 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

## Basis for Opinion

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

## Unaudited Budget

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

## Other Information

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

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

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

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

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

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

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

## Auditor's Responsibilities for the Audit of the Financial Statements

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

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of SUN's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on SUN's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause SUN to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

Regina, Saskatchewan

March 5, 2024

*MNP* LLP

Chartered Professional Accountants

# Saskatchewan Union of Nurses Statement of Financial Position

*As at December 31, 2023*

	<b>2023</b>	<b>2022</b>
<b>Assets</b>		
<b>Current</b>		
Cash	8,549,161	7,006,073
Marketable securities (Note 3)	4,117,845	10,926,576
Accounts receivable	1,108,504	1,053,852
Prepaid expenses and deposits	505,568	230,279
Inventory	105,814	84,976
	<b>14,386,892</b>	19,301,756
<b>Investments (Note 4)</b>	<b>13,099,242</b>	5,731,361
<b>Capital assets (Note 5)</b>	<b>1,809,748</b>	1,508,596
	<b>29,295,882</b>	26,541,713
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accruals	882,774	635,073
Employee accruals (Note 7)	731,063	844,004
	<b>1,613,837</b>	1,479,077
<b>Net Assets</b>		
Appropriated net assets (Note 9)	22,800,649	20,181,240
Available net assets	4,881,396	4,881,396
	<b>27,682,045</b>	25,062,636
	<b>29,295,882</b>	26,541,713

Approved on behalf of the Board

*Nancy M. Zambory*

Director

*Denise Dick*

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, 2023*

	2023 <i>Budget</i> <i>(Note 11)</i>	2023	2022
<b>Revenue</b>			
Member dues	12,502,874	14,467,442	13,437,920
Investment income	120,000	558,036	129,254
Other	101,325	206,474	49,725
Unrealized gain (loss) on investments	-	108,304	(106,684)
<b>Total revenue</b>	<b>12,724,199</b>	<b>15,340,256</b>	13,510,215
<b>Expenses</b>			
Salaries and benefits - staff	6,779,601	5,804,025	5,865,196
Administration and occupancy <i>(Note 12)</i>	2,084,038	1,800,480	1,502,864
Salaries and benefits - members	1,580,113	1,352,737	1,266,844
Promotions and advertising	1,574,000	1,121,404	1,124,669
Professional fees	804,553	887,243	619,909
Affiliations	430,457	474,699	463,191
Meetings	647,399	416,402	272,693
Travel	878,818	347,160	182,496
Donations	180,000	193,000	627,500
Accommodation	524,383	144,653	114,923
Amortization	96,000	142,093	141,721
Condo	43,248	36,951	24,600
Grants	170,000	-	-
<b>Total expenses</b>	<b>15,792,610</b>	<b>12,720,847</b>	12,206,606
<b>Excess (deficiency) of revenue over expenses</b>	<b>(3,068,411)</b>	<b>2,619,409</b>	1,303,609

*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, 2023*

	<i>Appropriated net assets (Note 9)</i>	<i>Available net assets</i>	<b>2023</b>	<b>2022</b>
<b>Net assets, beginning of year</b>	<b>20,181,240</b>	<b>4,881,396</b>	<b>25,062,636</b>	23,759,027
<b>Excess (deficiency) of revenue over expenses</b>	<b>(1,482,943)</b>	<b>4,102,352</b>	<b>2,619,409</b>	1,303,609
<b>Transfers from available net assets</b>	<b>4,102,352</b>	<b>(4,102,352)</b>	-	-
<b>Net assets, end of year</b>	<b>22,800,649</b>	<b>4,881,396</b>	<b>27,682,045</b>	25,062,636

## Saskatchewan Union of Nurses Statement of Cash Flows

*For the year ended December 31, 2023*

	<b>2023</b>	<b>2022</b>
<b>Cash provided by (used for) the following activities</b>		
<b>Operating</b>		
Cash received from members	<b>14,619,264</b>	13,472,951
Cash paid for operating expenses	<b>(5,470,419)</b>	(4,872,787)
Cash paid for salaries and benefits	<b>(7,269,703)</b>	(7,120,117)
Cash received for interest	<b>107,191</b>	23,967
	<b>1,986,333</b>	1,504,014
<b>Investing</b>		
Purchase of capital assets	<b>(443,705)</b>	(201,376)
Proceeds on disposal of capital assets	<b>460</b>	1,800
	<b>(443,245)</b>	(199,576)
<b>Increase in cash resources</b>	<b>1,543,088</b>	1,304,438
<b>Cash resources, beginning of year</b>	<b>7,006,073</b>	5,701,635
<b>Cash resources, end of year</b>	<b>8,549,161</b>	7,006,073

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

**1. Incorporation and nature of the organization**

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

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

**2. Significant accounting policies**

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

***Marketable securities and investments***

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

***Capital assets***

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution plus all costs directly attributable to the acquisition.

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

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

***Revenue recognition***

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

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

***Appropriation***

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

***Fund accounting***

SUN follows the deferral method of accounting for contributions and reports using fund accounting, and maintains 11 funds:

- The Operating Fund is used to account for all revenue and expenses related to general and ancillary operations of SUN.
- The Collective Bargaining Defense Fund is used to defend collective bargaining including providing strike and/or lock out pay, covering member and staff expenses associated with collective bargaining as well as strike or labour dispute averting or supporting campaigns and covering staff and legal expenses associated with running and settling a labour dispute.
- The Campaign Fund is used to reduce the financial burden on the budget while undertaking multi year campaigns.
- The Legal Challenge Fund is used to fund costs associated with legal and legislation challenges that have an impact on members.
- The Legal Assistance Fund is used to fund the legal assistance costs for members.
- The Membership Education Fund is used to fund members' unbudgeted internal or external education opportunities.
- The Capital Fund is used to reduce the financial burden on the yearly budget to cover major capital expenditures.
- The Convention Fund is used to reduce the financial burden on the yearly budget to cover member attendance at various conventions.
- The Saskatchewan Health Coalition Fund is used to reduce the financial burden on the yearly budget to fund a multiyear commitment to the Saskatchewan Health Coalition.
- The Succession Planning Fund is used to identify long range human resource needs through assessment, development, and mentorship. Also, to support human resource planning that includes but is not limited to planned/unplanned vacancies, organizational movement, and member engagement. The fund is intended to encompass in-scope, out-of-scope and elected positions.

***Measurement uncertainty (use of estimates)***

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

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

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

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

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

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

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

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

**Financial instruments**

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

**Arm's length financial instruments**

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

At initial recognition, SUN may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. SUN has not made such an election during the year.

SUN subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Fair value is determined by published price quotations. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of SUN's performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

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

**Financial asset impairment**

SUN assesses impairment of all its financial assets measured at cost or amortized cost. SUN groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group; there are numerous assets affected by the same factors; no asset is individually significant, etc. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments in determining whether objective evidence of impairment exists. When there is an indication of impairment, SUN determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

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

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

**Employee future benefits**

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

**3. Marketable securities**

SUN has various short term marketable securities with interest rates between 1.15% to 5.07% (2022 - 0.65% to 3.45%) and maturity dates ranging between January 2024 to August 2024 (2022 - January 2023 to December 2023).

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

	<b>2023</b>	<b>2022</b>
Cash account	37,831	9,763
Guaranteed investment certificates, investment savings account, bonds	4,080,014	10,916,813
	<b>4,117,845</b>	<b>10,926,576</b>

**Saskatchewan Union of Nurses**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2023*

**4. Investments**

SUN has various long term investments with interest rates ranging between 4.93% to 6.14% (2022 - 1.15% to 4.25%) and maturity dates ranging between February 2025 to June 2026 (2022 - January 2024 to February 2025).

	2023	2022
Guaranteed investment certificates, bonds	<b>13,099,242</b>	5,731,361

**5. Capital assets**

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Land	181,000	-	181,000	181,000
Buildings	2,207,634	875,182	1,332,452	1,010,214
Computer equipment	675,055	487,274	187,781	197,021
Computer software	188,072	188,072	-	-
Furniture and fixtures	334,635	268,551	66,084	74,241
Leasehold improvements	22,719	22,719	-	-
Land improvements	71,215	28,848	42,367	46,051
Incorporation costs	704	640	64	69
	<b>3,681,034</b>	<b>1,871,286</b>	<b>1,809,748</b>	<b>1,508,596</b>

**6. Financial instruments**

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

***Credit concentration***

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

***Interest rate risk***

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

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

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

**Saskatchewan Union of Nurses**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2023*

**7. Employee accruals**

Accrued employee benefits consist of the following:

	2023	2022
Vacation pay	409,642	518,215
Overtime pay	23,517	38,192
Retiring allowances	248,904	259,597
Other	49,000	28,000
	731,063	844,004

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

**8. Employee future benefits**

***Defined benefit plan***

SUN has a defined benefit plan under which both the Organization and employees make contributions. Saskatchewan Union of Nurse's contributions are 10% of the individual's annual salary and corresponding expense totalled \$209,264 in 2023 (2022 - \$202,193). SUN's obligations to the multiemployer plan is limited to the monthly required contributions.

**9. Appropriated net assets**

	Balance, beginning of year	Deficiency of revenue over expenses	Transfers from available net assets	Balance, end of year
Collective Bargaining Defense Fund	7,032,630	(377,871)	1,154,438	7,809,197
Campaign Fund	4,267,960	(774,923)	1,154,438	4,647,475
Legal Assistance Fund	250,000	-	-	250,000
Member Education Fund	250,000	(93,081)	93,081	250,000
Capital Fund	929,269	-	443,705	1,372,974
Legal Challenge Fund	2,000,000	(42,252)	42,252	2,000,000
Convention Fund	4,983,843	(168,751)	1,154,438	5,969,530
Saskatchewan Health Coalition Fund	40,000	(20,000)	60,000	80,000
Succession Plan Fund	427,538	(6,065)	-	421,473
	20,181,240	(1,482,943)	4,102,352	22,800,649

**10. Commitments**

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

2024	283,876
2025	205,888
2026	195,888
2027	194,980
2028	178,886
	1,059,518

**Saskatchewan Union of Nurses**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2023*

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**11. Budget information**

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

**12. Administration and occupancy expenses**

Administration and occupancy expenses are comprised of the following:

	<b>2023</b>	<b>2022</b>
Books and subscriptions	<b>35,270</b>	63,310
Contract services	<b>823,979</b>	602,722
Courier	<b>10,248</b>	6,844
Equipment rentals	<b>182,604</b>	71,757
Insurance	<b>34,699</b>	33,686
Miscellaneous	<b>27,725</b>	39,711
Office rent and utilities	<b>240,615</b>	240,288
Office supplies	<b>62,125</b>	46,499
Postage	<b>42,108</b>	81,277
Property taxes	<b>33,595</b>	32,469
Repairs and maintenance	<b>189,521</b>	162,479
Telephone	<b>117,991</b>	121,822
	<b>1,800,480</b>	1,502,864

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# Annual Meeting Guide



# General Agenda Times

	<b>CALL TO ORDER</b>	<b>MORNING BREAK</b>	<b>LUNCH BREAK</b>	<b>AFTERNOON BREAK</b>	<b>ADJOURNMENT</b>
<b>WEDNESDAY</b>	0900	1015 - 1045	1200 - 1300	—	1500
<b>THURSDAY</b>	0900	1015 - 1045	1200 - 1300	1415 - 1430	1600
<b>FRIDAY</b>	0900	1015 - 1045	1200 - 1300	1415 - 1430	1600

## 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 may be submitted to the Constitution, Bylaws & Resolutions Committee until 1200 hours, April 11, 2024.*

# Order Of Business

## **Call to Order**

## **O Canada**

## **Blessing: TBD, Knowledge Keeper**

## **Announcements:**

- Welcome
- Statement on Harassment-Free Convention
- Youth Delegate Draw Results
- Meeting Material
- Credentials Reports
- Climate Goals, and Meeting Rules and Privileges
- Appointment of Credentials Committee
- Appointment of Scrutineers
- Bio-breaks, Lunch breaks, Adjournment times
- Gala Night

## **Special Orders:**

- April 10 at 1300 – TBD
- April 11 at 0915 – Linda Silas, CFNU President
- April 12 at 0915 – Lori Johb, SFL President
- April 12 at 1145 – Day of Mourning

## **Introductions:**

- Board of Directors
- Guests
- Parliamentarian
- Annual Meeting Social Committee

## **Approval of Agenda**

## **Approval of 2023 Minutes**

## **Disposition of 2023 Resolutions**

## **President's Address**

## **First Vice-President's Report**

## **Auditor's Report**

## **Committee Reports:**

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

## **Lifetime Memberships Presentation**

## **Leadership Awards Presentation**

## **Constitution, Bylaws and Resolutions Report**

## **Discussion Paper Presentation**

## **New Business**

## **Unfinished Business**

## **Announcement of 2025 Annual Meeting**

## **Nominations Committee:**

- Elections Results
- Introduction of the Board of Directors

## **President's Address**

## **Adjournment**

# Robert's Rules of Order

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

- **ENSURE MAJORITY RULE.**
- **PROVIDE ORDER, FAIRNESS, AND DECORUM.**
- **FACILITATE THE TRANSACTION OF BUSINESS AND EXPEDITE MEETINGS.**

## **BASIC PRINCIPLES**

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

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

## **ROLE OF THE PRESIDING OFFICE**

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

## **ROLE OF THE PARLIAMENTARIAN**

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

## **RULES OF DEBATE**

- No members may speak until recognized by the Chair.
- All discussions must be respectful and relevant to the immediate question/motion/discussion.

- No member can speak more than once to a motion.
  - *This does not prohibit one from requesting a point of clarification from the Chair.*
- A member speaking twice will close the debate/discussion on the motion currently on the floor.
- All remarks must be addressed to the Chair — cross-debate is not permitted.
- Debate must address the issue.
- No one is permitted to make personal attacks or question the motives of other speakers or the Chair.
- Members may not disrupt the assembly.
- The presiding officer must relinquish the Chair in order to participate in the debate and cannot reassume the Chair until the pending main question is closed.

## PROCEDURES FOR SPEAKING TO RESOLUTIONS

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

## PROCEDURE FOR AMENDING A RESOLUTION

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

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

## VOTING ON A RESOLUTION

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

## CALLING THE QUESTION

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

## SPEAKERS OUT OF ORDER

- “Out of order” refers to actions or behaviours that are not in accordance with the Rules and Privileges (page 28), and Climate Goals (page 27) of the meeting.
- Other reasons speakers will be deemed out of order include, but are not limited to:
  - *Makes personal remarks regarding another speaker or the Chair.*
  - *Interrupts a speaker or speaks without being recognized by the Chair.*
  - *Speaks to a motion or matter not currently on the floor/before the assembly.*
  - *Speaks to a motion or matter previously discussed and voted on.*

# Motions Reference Guide

## ▷ IN ORDER OF PRECEDENCE

MOTION	EXAMPLE	SEC	DEBATE	AMEND	VOTE	NOTES
<b>MAIN MOTION</b> (MAY BE MOVED ONLY WHEN NO OTHER MOTION IS PENDING)	I move that...	Yes	Yes	Yes	Majority*	Introduces business to assembly.
<b>1. RAISE A QUESTION OF PRIVILEGE</b>	I rise to a question of privilege	No	No	No	2/3	Privileged motion. Ruled upon by Chair.
<b>2. CALL FOR ORDERS OF THE DAY</b>	I call for orders of the day	No	No	No	None	Privileged motion. Enforced by demand of one member.
<b>3. LAY ON TABLE</b>	I move to lay the motion on the table	Yes	No	No	Majority	Lays aside a motion when more urgent business arises.
<b>4. CALL THE QUESTION</b>	I move to call the question	Yes	No	No	2/3	If adopted, closes debate.
<b>5. LIMIT/ EXTEND DEBATE</b>	I move to limit debate to __ minutes	Yes	Yes	Yes	2/3	May change length of speeches or length of debate.
<b>6. POSTPONE DEFINITELY</b>	I move to postpone the... motion till next meeting	Yes	Yes	Yes	Majority	Debate confined to merits of postponing question.
<b>7. COMMIT/ RECOMMIT</b>	I move to refer this motion to a committee	Yes	Yes	Yes	Majority	Debate confined to merits of referring motion to committee.
<b>8. AMEND</b>	I move to amend the motion by...	Yes	Yes	Yes	Majority	Debatable only if applicable motion is debatable.
<b>9. POSTPONE INDEFINITELY</b>	I move to postpone this motion indefinitely	Yes	Yes	No	Majority	Debate may go into merits of main motion. Adoption kills motion.

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

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

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

## WITH NO SPECIAL ORDER

MOTION	EXAMPLE	SEC	DEBATE	AMEND	VOTE	NOTES
<b>POINT OF ORDER</b>	I rise to a point of order	No	No	No	None	Ruled upon by Chair. May interrupt a speaker.
<b>APPEAL</b>	I appeal the decision of the Chair	Yes	Yes	No	Majority	Move at time of ruling by Chair. Non-debatable if pending motion is not debated.
<b>COMMITTEE OF THE WHOLE</b>	I move to suspend the rule and ...and...	Yes	No	No	2/3	Bylaws may never be suspended.
<b>OBJECTION TO CONSIDERATION</b>	I object to consideration of this question	No	No	No	2/3	In order only until debate on main motion begins.
<b>COUNTED VOTE</b>	I request a vote on the motion	No	No	No	None	To confirm the result of a vote one member may demand a rising vote.
<b>DIVISION OF MOTION</b>	I move to divide the motion by...	Yes	No	Yes	Majority	Separates motion if feasible.
<b>POINT OF INFORMATION</b>	I rise to a point of information	No	No	No	None	Answered by Chair. May interrupt a speaker if important.
<b>RECONSIDER</b>	I move to reconsider the vote on the motion re...	Yes	Yes	No	Majority	Must be made by member who voted on prevailing side. Non-debatable if motion to be reconsidered is not debatable.
<b>TAKE FROM THE TABLE</b>	I move to take the motion re... from the table	Yes	No	No	Majority	Brings a tabled motion back to the assembly.
<b>WITHDRAW A MOTION</b>	I ask permission to withdraw the motion	Yes	No	No	Majority	Usually done by unanimous consent.

### ROLE OF THE PARLIAMENTARIAN

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

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

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

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

# Harassment-Free Convention

As SUN members,  
we 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 will follow. We must ensure our words are not empty, and 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 times when groups of people were socially under attack and lacked the power to respond effectively. These jokes are a reminder of this history. They can create an environment where more serious forms of discrimination and abuse happen.

## **WHAT TO DO**

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

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

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

## **EQUALITY AND SOLIDARITY**

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

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

**THIS STATEMENT APPLIES TO ALL  
SUN MEMBERS, GUESTS, AND SUN  
AND VENUE STAFF.**







# Climate Goals

## **COLLECTIVITY**

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

## **DEMOCRACY**

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

## **EQUALITY**

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

## **HONESTY, INTEGRITY**

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

## **CARE, COMPASSION AND SOCIAL JUSTICE**

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

# Rules And Privileges

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

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

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**THE FLOOR DURING ALL SUN MEETINGS, INCLUDING THE ANNUAL MEETING, BARGAINING CONFERENCE, AND SPECIAL MEETINGS OF THE UNION, IS A SAFE AND WELCOMING ENVIRONMENT FOR ALL SUN MEMBERS TO SPEAK THEIR MINDS.**

# Speaking at the Annual Meeting

## TIPS FOR SPEAKING

**MEMBERS ARE ENCOURAGED TO REVIEW THE RULES & PRIVILEGES (LEFT), AS WELL AS THE CLIMATE GOALS (PAGE 33) OF THE MEETING PRIOR TO ATTENDING.**

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

## RULES & PROCEDURES

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

A large graphic at the top of the page consists of numerous thin, light-colored lines radiating from a central point on the horizon, creating a sunburst effect. The lines are evenly spaced and extend upwards and outwards across the top half of the page.

# Elections

The Saskatchewan Union of Nurses is a thriving organization thanks, in part, to members who step forward and run for positions.

Holding an elected position in your Union is an exciting opportunity to shape the future of SUN, and to have a positive impact on registered nurses across Saskatchewan.

The nomination period for the 2024 SUN election officially closed on January 15.

## Acclaimed

Congratulations to following members **ACCLAIMED** to their position for a two-year term:

- **Network Representative – Northwest** ~ Darcy McIntyre, Local 259
- **Base Hospitals Rep – Regina** ~ Christine Schaeffer, Local 106

## On the Ballot

Voting polls **opened on March 13, 2024, at 09:00** and will **close on April 2, 2024, at 12:00**. Results of the electronic vote will be announced on the last day of the Annual Meeting.

The following positions will be **ELECTED via electronic voting** to a two-year term:

### **Candidates for First Vice-President**

- Katherine Dally, Local 9.1 & 246
- Denise Dick, Local 68

### **Candidates for the Network Representative — Southwest**

- Maureen Arseneau, Local 68
- Rachel Hyatt-Hiebert, Local 69

### **Candidates for the Network Representative — Saskatoon (other than base hospitals)**

- Linda Albert, Local 257
- Lynne Eikel, Local 258

### **Candidates for Base Hospitals Representative — Saskatoon**

- Melissa McGillivray, Local 101
- Lori Powell, Local 75



# Resolutions



# Constitution Amendments

1. Amend Article 3.03 a) and b) by moving to NEW Article 8 – Principles and Standards of Conduct and be numbered as 8.01 a) and b).

If amended:

## **ARTICLE 8 – PRINCIPLES AND STANDARDS OF CONDUCT**

- 8.01 a) All members will treat each other in the Union movement with dignity, equality, and respect in our endeavours while encouraging full participation in SUN activities including debate.
- b) Every member is entitled to a union environment that is free of harassment.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

2. Amend by adding as NEW to Article 8 – Principles and Standards of Conduct as 8.02 “SUN shall be non-partisan and non-sectarian.”

If amended:

8.02 SUN shall be non-partisan and non-sectarian.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

# Bylaw Amendments

3. Amend Bylaw 2.01 by deleting and replace with NEW:

No person shall be discriminated against or denied membership in the Union by reasons identified in the *Saskatchewan Human Rights Code*.

If amended:

No person shall be discriminated against or denied membership in the Union by reason of age, race, creed, national origin, religious affiliation, political affiliation, sex, sexual orientation, marital or parental status, health status, employment status, disability, colour, ancestry nor by any other reasons as identified within the *Saskatchewan Human Rights Code*.

*Melanie Martin, Local 106 & Carla Wade, Local 106*

CARRIED  AMENDED  DEFEATED

4. Amend Bylaw 2.10 by changing “union” to “general”.

If amended:

2.10 Any person who is appointed as a Life Member of the Union shall be free of any dues or fees, may attend ~~union~~ **general** meetings and have a voice at the courtesy of the chair, shall not have voting privileges, shall not be a delegate or representative on behalf of SUN, and shall not hold elected office.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

5. Amend Bylaw 3.04 by including “1200 hours on” January 15.

If amended:

3.04 i) Throughout the year and up to **1200 hours on** January 15, any member may submit to the Constitution, Bylaws and Resolutions Committee, constitutional amendment(s), bylaw amendment(s), SUN Network Council/Local Bylaws prototype amendment(s) and resolution(s), in writing, signed by such member and a seconder. If January 15 falls on the weekend, the deadline will be the next business day.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED



6. Amend Bylaw 3.11 by changing “a show of hands of the members present at the meeting” to “and from the Board of Directors.”

If amended:

### **Rules of Procedure**

- 3.11 i) The First Vice-President shall take the chair at the time specified at all general meetings if the President is absent or upon request. In the absence of both the President and the First Vice-President, the Second Vice-President shall take the chair. In the absence of the President, the First Vice-President and the Second Vice-President, a chair shall be selected by **and from the Board of Directors**, a show of hands of the members present at the meeting.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

7. Amend Bylaw 4.04 by deleting the wording “the majority of their regular paid hours (>60%)” and replace it with the wording “greater or equal to 50% of their regular paid hours.”

If amended:

Nominees for the office of Network Representative shall be from the members of the given Network who work the majority of their regular paid hours (>60%) **greater or equal to 50% of their regular paid hours** within their respective Network, excluding base hospitals.

*Lyndsie Bachtold, Local 106 & Kandus Johnson, Local 106*

CARRIED  AMENDED  DEFEATED

8. Amend Bylaw 4.05 by deleting the wording “the majority of their regular paid hours (>60%)” and replace it with the wording “greater or equal to 50% of their regular paid hours.”

If amended:

Nominees for the office of Base Hospital Representatives shall be from the members of who work the majority of their regular paid hours (>60%) **greater or equal to 50% of their regular paid hours** within the base hospitals.

*Lyndsie Bachtold, Local 106 & Kandus Johnson, Local 106*

CARRIED  AMENDED  DEFEATED

9. Amend Bylaw 4.06 by deleting the wording in both the first and second paragraph that both say “the majority of their work (>80%)” and replace it with the wording “greater than or equal to 50% of their regular paid hours.”

If amended:

Nominees for the position of South Network Lead shall be from the members who work the majority of their work (>80%) **greater or equal to 50% of their regular paid hours** within the SE, SW, Regina Networks or Regina Base Hospitals.

Nominees for the position of North Network Lead shall be from the members who work the majority of their work (>80%) **greater or equal to 50% of their regular paid hours** within the NE, NW, Saskatoon Networks or Saskatoon Base Hospitals.

*Lyndsie Bachtold, Local 106 & Kandus Johnson, Local 106*

CARRIED  AMENDED  DEFEATED

10. Amend by removing Bylaw 4.07.

If amended:

Requirements for nominees for the position of Network Leads are as follows:

- In the past five (5) years has had involvement in levels of SUN leadership for a minimum of three (3) years – any combination of the following: local executives, network councils, or Board of Directors; and,

• Has attended at least three (3) SUN leadership workshops/conferences or SUN Annual Meetings within the last five (5) years.

*Lyndsie Bachtold, Local 106 & Kandus Johnson, Local 106*

CARRIED  AMENDED  DEFEATED

11. Amend Bylaw 5.01 by deleting current iii) and replace with current practice:

If amended:

5.01 The Board shall:

iii) Be responsible for directing the Negotiations Committees in the formulation and development of the collective bargaining proposals and general collective bargaining policy, taking into consideration direction given by members.

iii) Be responsible for establishing collective bargaining priorities and approve the formulation and development of the collective bargaining principles and proposals, taking into consideration direction given by members.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

12. Amend Bylaw 5.05.5 by adding as new paragraph after bullets.

If amended:

Any network lead who shall for any reason cease to hold office, shall forthwith turn over to the Union all documents, records, books, furniture, funds, chattels, assets and other property of the Union then in the network lead's possession.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

13. Amend Bylaw 6.07 by deleting the wording "the majority of their work (>60%)" and replace it with the wording "greater than or equal to 50% of their regular paid hours".

If amended:

Self Identification

Members, with the express and written support of their locals and Network Council, may self declare their representation in those circumstances where the majority of their work (>60%) greater than or equal to 50% of their regular paid hours is actually conducted in that field.

*Lyndsie Bachtold, Local 106 & Kandus Johnson, Local 106*

CARRIED  AMENDED  DEFEATED

14. Amend Local Bylaws Prototype 6.01 ii) by changing to Vice-President(s).

If amended:

- 6.01 The affairs of the Local shall be administered by an executive composed of the following:
- i) President;
  - ii) Vice-President(s);
  - iii) SUN Network Council representative(s);
  - iv) Secretary;
  - v) Treasurer;
  - vi) Chairperson of committees as desired by each Local.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

15. Amend Local Bylaw Prototype 6.04 ii) by changing to Vice-President(s).

If amended:

- 6.04 The duties of the officers of the Local shall be:
- ii) The Vice-President(s) shall:
    - a) assist the President of the Local in the discharge of their duties;

- b) perform the duties of the president during the president's absence.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

- Maximum of two (2) Directors or designate attends to any of the above (deleting "as determined in the budget")

*Barb Fisher, Local 62 & Linda Suchorab, Local 62*

CARRIED  AMENDED  DEFEATED

- 16. Amend Local Bylaw Prototype 7.05 by changing to Vice-President(s).

If amended:

7.05 The Local shall appoint or elect a minimum of three (3) members to be named as signators. Cheque signers can include any other appointed or elected signators as determined by the membership. Financial business of the Local, such as withdrawal of funds or transactions by cheque, must be signed by any two (2) of the following officers of the Local: President, Vice-President(s), Secretary or the Treasurer, or any other appointed or elected signators as determined by the membership. Cheques cannot be signed by the recipient of the cheque.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

- 18. Be it resolved that Board Policy 019-B-2007 (Conduct and Confidentiality) be amended by providing clarification regarding conduct for board members and confidentiality of information received.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

- 19. Be it resolved that Board Policy 025-B-2010 (Board Member Recognition) be amended by:

- For the Network Reps and Vice Presidents upon completion of their term they will be given a financial thank-you of \$1,000.00
- For the President this "thank-you" will be \$5,000.00

*Linda Suchorab, Local 62 & Glenda Favreau, Local 62*

CARRIED  AMENDED  DEFEATED

## Board Policy Amendments

- 17. Be it resolved that Board Policy 017-B-2007 (Convention Delegate Status) be amended by:

For CFNU and CLC Conventions

- President always attend; 6 funded seats for BOD & Network Leads; General Membership funded seats be increased to 18

For SFL

- President and 1st VP always attend; 6 funded seats for BOD and Network Leads

- 20. Be it resolved that Board Policy 027-B-2013 (Representation at International Conferences/Events) be amended by:

- President shall attend as determined by the BOD
- If budget allows for other members to be funded to attend, that number will be determined by the BOD and those seats shall be split evenly between BOD and general membership.

*Tyla Sylvestre, Local 62 & Linda Suchorab, Local 62*

CARRIED  AMENDED  DEFEATED

21. Be it resolved that Board Policy 029-B-2007 (President, First Vice President Compensation) be amended by:
- The 1st Vice President salary shall be top step of Nurse C plus 6%
  - The President salary shall be top step of Nurse C plus 50%
  - Both of these positions would acquire any future bargained increases
  - Long Service will be paid if applicable

*Barb Fisher, Local 62 & Linda Suchorab, Local 62*

CARRIED  AMENDED  DEFEATED

22. Be it resolved that new Board Policy be created to provide process for access to education for the President, First Vice-President and Second Vice-President.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

## Membership Policy Amendments

23. Be it resolved that Membership Policy 007-M-2007 (Legal Assistance Fund for Professional Association Referrals) be amended by providing clarity regarding access so this policy; remove c) as this is process managed through budgeting; remove d) as the Finance Committee reviews funds in relation to budget process.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

24. Be it resolved that Membership Policy 015-M-2007 (Reimbursement for Attendance at Affiliate Organizations) be amended by including consistent language from other funding policies regarding salary funding.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

25. Be it resolved that Membership Policy 019-M-2017 (Provincial Membership Dues) be amended by the Provincial Membership dues for each member drop from 1.8% of all Paid hours to 1.6%.

*Melanie Martin, Local 106 & Carla Wade, Local 106*

CARRIED  AMENDED  DEFEATED

26. Be it resolved that Membership Policy 023-M-2007 (Nominations and Elections) be amended to include campaign guidelines to assist members who are in provincial SUN election as a candidate.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

27. Be it resolved that Membership Policy 047-M-2010 (SUN Member Recognition) SUN increase the number of awards to five (5) annually. Such member commitment and contribution be additionally acknowledged with a financial “thank-you” of \$1,000.00.

*Linda Suchorab, Local 62 & Tyla Sylvestre, Local 62*

CARRIED  AMENDED  DEFEATED

28. Be it resolved that Membership Policy 049-M-2012 (Annual Meeting Schedule) be deleted as this is operational work of the Union.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

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29. Be it resolved that Membership Policies 055-M-2023 (Funding: Annual Meeting and Bargaining Conference – Board of Directors) and 061-M-2023 (Funding: General work of Board of Directors) be moved to Board policy, either to existing policy or create new policy.

*SUN Board of Directors*

CARRIED  AMENDED  DEFEATED

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30. Be it resolved that Membership Policy 055-M-2023 (Funding: Annual Meeting and Bargaining Conference – Board of Directors) be amended by the following sentence be deleted from the policy: “The President and First Vice-President will have individual accommodation, and at the Bargaining Conference the Second Vice-President will also have individual accommodation.”

*Melanie Martin, Local 106 & Carla Wade, Local 106*

CARRIED  AMENDED  DEFEATED

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31. Be it resolved that Membership Policy 061-M-2023 (Funding: General work of Board of Directors) be amended by the policy be inclusive of more defined guiding parameters for hotel accommodation of Board members as found in other guiding hotel accommodations parameters of other existing policies.

*Melanie Martin, Local 106 & Carla Wade, Local 106*

CARRIED  AMENDED  DEFEATED

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32. Be it resolved that Membership Policy 061-M-2023 (Funding: General work of Board of Directors) be amended that the Board of Directors will be provided a hotel room for events dependant upon travel distance of greater than fifty (50) km one way for approved union business. No hotel shall be provided for the 2 fulltime paid elected positions when meetings are in Regina. (with the exception of the Annual Meeting as covered in Policy 055-M-2023)

*Kyla Sterling, Local 62 & Barb Fisher, Local 62*

CARRIED  AMENDED  DEFEATED

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33. Be it resolved that policies 015-M-2007, 035-M-2022, 055-M-2023 through to 068-M-2023 be amended to include clear meal per diem guidelines for attending events.

*Gail Kizlyk, Local 75 & Tracy Bergen, Local 75*

CARRIED  AMENDED  DEFEATED

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34. Be it resolved that policies 021-M-2007 & 044-M-2019 be combined into one policy.

*Gail Kizlyk, Local 75 & Tracy Bergen, Local 75*

CARRIED  AMENDED  DEFEATED

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35. Be it resolved that SUN provide travel time for members scheduled to work the day before an event whom need to travel greater than 3 hours. The members work and travel time should not exceed 12 hours in combination.

*Yvonne Sawatzky, Local 86 & Philip McGee, Local 259*

CARRIED  AMENDED  DEFEATED

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# Business Resolutions

centres which deliver a full range of community-based services.

SUN Board of Directors

CARRIED  AMENDED  DEFEATED

36. Be it resolved that a member who has successfully elected into a Board of Director position shall not be permitted to hold a local executive position simultaneously, and therefore would rescind their local position.

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

CARRIED  AMENDED  DEFEATED

# Position Statements

37. To amend the Discrimination, Racism and Employment Equity Position Statement by including reference to the *Saskatchewan Human Rights Code* in the first paragraph.

If amended:

The Saskatchewan Union of Nurses believes that it is the right of all its members to work in an environment that promotes dignity and respect for everyone.

*The Saskatchewan Human Rights Code prohibits discrimination on the basis of race or perceived race, colour, ancestry, nationality, place of origin, or religion.*

SUN Board of Directors

CARRIED  AMENDED  DEFEATED

38. To amend the Genuine Health Reform Position Statement by changing #5 to reference “public health centres.”

If amended:

5. Expansion of community clinics and *the preservation of existing health facilities as community public health*

39. To amend the Internationally Educated Nurses Position Statement by deleting and replace with new.

If amended:

Health human resources deficits and chronic shortages of registered nurses in Saskatchewan have led to a recurrent expectation of internationally educated professionals for supplementation in the healthcare workforce.

Buchan and Catton (2023) indicate the global nursing shortage could be as high as 30.6 million in 2019, with the COVID-19 pandemic acting “as a multiplier to the demands being made of the global nursing workforce” (p. 4). They state that international recruitment of nurses is not a ‘quick fix’ and is not an equitable solution. Resolution can be achieved for the nursing workforce through safe staffing, retention, adequate domestic training, and sustainable planning strategies (Buchan & Catton, 2023; International Council of Nurses, 2019, 2023). The Philippine Department of Health estimates a deficit of 350 000 nurses, with aggressive recruitment by countries like Canada that provide no sustainable contribution in return to their healthcare system (Pauls, 2023). Internationally educated nurses have made up 9-10% of RNs in Canada over the last five years, whereas in Saskatchewan they made up 8.4% RNs, 2.9% NPs, and 1.7% RPNs based on 2021 data (Canadian Institute for Health, 2022a, 2022b).

SUN is sensitive to the needs and support required for internationally educated nurses based on past international recruitment campaigns. Upon arriving in Canada, a growing number of internationally educated nurses find themselves in unknown circumstances, alone, and are provided minimal community support. SUN has observed these nurses express an exaggerated obligation to the employer, which sometimes prevents them from expressing their concerns, demanding their rights, or seeking assistance from the Union as many have never worked in unionized environments.

The escalating health human resources crisis requires vigilance in monitoring and preparation for ongoing international recruitment. The International Council of Nurses (2019) has outlined the need for action related to international career mobility and ethical recruitment of internationally educated nurses. Central to their position is the adoption of foundational principles that will contribute to “regulated, ethical, and cost-effective recruitment processes” (p. 2). The principles outlined are inclusive of:

- Comprehensive and effective regulation
- Access to full and flexible employment opportunities
- Freedom of movement,
- Freedom from discrimination
- Good faith contracting
- Equal pay for work of equal value
- Access to grievance processes
- Safe work environment
- Effective orientation/mentoring/supervision
- Freedom of association
- Regulation of recruitment
- National self-sustainability (ICN, p. 2-4).

#### Position

SUN supports a multi-pronged approach to health human resources planning and management, prioritizing short- and long-term initiatives to create a stable and sustainable healthcare system.

SUN is committed to representing internationally educated registered nurses and supports the ethical recruitment recommendations and principles outlined in the International Council of Nurses position statement - International career mobility and ethical nurse recruitment, 2019.

SUN believes that upon accepting an offer of employment, internationally educated nurses are entitled to Union protection and representation subject to the collective bargaining agreement.

SUN believes that all contracts between employers or their agents and internationally educated nurses should be reviewed by SUN in advance of the offer of employment.

SUN believes the employer must demonstrate accountability for third parties contracted to recruit

registered nurses, including the following items:

- Appropriate accommodations,
- Relocation allowances,
- Demonstrated sensitivity and attention to cultural issues faced by both internationally educated nurses and their Saskatchewan co-workers, and
- Facilitating contact so that internationally educated nurses are assisted in establishing a community.

SUN believes the employer must ensure that any recruitment initiatives do not create additional fees or barriers to internationally educated nurses obtaining employment in the bargaining unit. Allowing an agent of the employer to charge a fee to the registered nurse constitutes interference in the matter of hiring.

SUN will provide enhanced Union orientation to ensure members are aware of their rights, focusing on areas that will impact employment, including but not limited to:

- hours of work,
- overtime,
- job postings,
- seniority,
- no discrimination/harassment,
- labour relations,
- nursing practice, and
- occupational health & safety.

SUN will ensure that internationally educated nurses will be provided with contact information for their Local union representatives who will provide advocacy and support for professional practice, workplace issues, and assist with integration into the Saskatchewan healthcare system.

#### References:

- Buchan, J., & Catton, H. (2023). *Recover to rebuild: Investing in the nursing workforce for health system effectiveness*. International Council of Nurses. [https://www.icn.ch/system/files/2023-03/ICN\\_Recover-to-Rebuild\\_report\\_EN.pdf](https://www.icn.ch/system/files/2023-03/ICN_Recover-to-Rebuild_report_EN.pdf)
- Canadian Institute for Health Information. (2022a, November 17). *Health workforce in Canada, 2021 – quick stats*. <https://www.cihi.ca/en/health-workforce-in-canada-in-focus-including-nurses-and-physicians/go-in-depth-most-recent-data-on>
- Canadian Institute for Health Information. (2022b, November 17). *Registered nurses, 2021*. <https://www.cihi.ca/en/registered-nurses>
- International Council of Nurses. (2019). *Position statement: International career mobility and ethical nurse recruitment*. [https://www.icn.ch/system/files/documents/2019-11/PS\\_C\\_International%20career%20mobility%20and%20ethical%20nurse%20recruitment\\_EN.pdf](https://www.icn.ch/system/files/documents/2019-11/PS_C_International%20career%20mobility%20and%20ethical%20nurse%20recruitment_EN.pdf)
- International Council of Nurses. (2023, January 26). *ICN voices its concern about high-income countries recruiting nurses from nations that can ill-afford to lose their precious staff*. [https://www.icn.ch/sites/default/files/inline-files/WS\\_04\\_UN%20press%20conference%20web%20story\\_v2\\_0.pdf](https://www.icn.ch/sites/default/files/inline-files/WS_04_UN%20press%20conference%20web%20story_v2_0.pdf)
- Pauls, K. (2023, March 3). 'Stop the bleeding', Philippines health official says about international recruiting of nurses. CBC News. <https://www.cbc.ca/news/canada/manitoba/philippines-health-international-nurses-1.6764854>

SUN Board of Directors

CARRIED  AMENDED  DEFEATED

40. To delete the Multi-Skilling/Generic Health Workers and Personnel Substitution Position Statement.

SUN Board of Directors

CARRIED  AMENDED  DEFEATED

41. To amend Harassment Position Statement by deleting and replace with new.

If amended:

The Saskatchewan Union of Nurses believes that every worker is entitled to employment free of harassment where everyone is treated with dignity and respect.

Harassment is defined in *The Saskatchewan Employment Act* as any repeated or single serious occurrence of inappropriate conduct, comment, display, action or gesture by a person:

i) that either:

A) is based on race, creed, religion, colour, sex, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry or place of origin; or is made on the basis of race, creed, religion, colour, sex, sexual orientation, gender identity, marital status, family status, disability, physical size or weight, age, nationality, ancestry, or place of origin; or

(B) adversely affects the worker's psychological or physical well-being and that the person knows or ought reasonably to know would cause a worker to be humiliated or intimidated; and

ii) that constitutes a threat to the health or safety of the worker;

*The Saskatchewan Employment Act* requires employers to ensure that workers are not exposed to harassment and to promote and maintain a working environment free from harassment. The Saskatchewan Human Rights Code prohibits discrimination and this extends to sexual harassment, which is unwarranted sexual conduct that is unsolicited or unwelcome.

Sexual harassment can take many forms, including but

not limited to:

- sexual remarks
- “jokes” with sexual overtones
- a sexual advance or invitation
- displaying offensive pictures or photographs
- threats
- leering
- physical contact like touching, patting, pinching or brushing against
- sexual and physical assault.

This also extends to personal harassment which is unwelcome comments or actions directed at a worker, which is not necessarily based on race, creed or one of the other prohibited grounds described above, but are abusive and humiliating and interferes with a person's work performance, health, safety or well-being.

Personal harassment may include:

- practical jokes which may cause embarrassment, endanger safety or affect work performance negatively;
- vandalism of personal property;
- verbal abuse or threats;
- insulting, derogatory or degrading comments, jokes or gestures;
- refusing to work or cooperate with others; and
- unwelcome physical contact.

1. SUN is committed to working towards the goal of harassment free workplaces and a harassment free union.
2. The Saskatchewan Union of Nurses encourages SUN members to participate in the development of Harassment policies through their involvement on the Occupational Health and Safety Committee in their workplace and in their Local.

In addition to the requirements set out in the OHS Regulations in particular Section 36, the Union recommends that the Local and/or the SUN OHS Representative should ensure that the policy:

- gives both the alleged harassed and the alleged harasser their right to natural justice and fairness and does not violate their rights under the collective agreement
- does not conflict in any way with the collective agreement;



- includes a statement outlining the right of workers to union representation;
- includes a statement outlining the right of workers to access Worker’s Compensation if time away from work is required due to the harassment and/or counselling sessions;
- does not include discipline or disciplinary penalties;
- contains a commitment and plan to educate the workers in the workplace on harassment and the policy;
- contains the statement that the Harassment Policy is not intended to discourage or prevent the complainant from exercising any other legal rights under the law such as filing a complaint under *The Saskatchewan Human Rights Code*, filing a grievance under the collective agreement, contacting the Ministry of Labour Relations and Workplace Safety, etc.

3. In a case where the alleged harasser is a SUN member, the Union and the Local will fairly represent the member.

4. The requirement under the *Saskatchewan Employment Act* and OHS Regulations does not deal with personal harassment for reasons other than those listed above. If harassment is occurring to a member not attributed to those listed (i.e. union activity) the Union will consider the appropriate course of action, if any, to deal with this. Other actions include complaints under the general health and safety provisions of the *Saskatchewan Employment Act* and OHS Regulations, filing of grievances, filing of an Unfair Labour Practice, Joint Union Management Meetings, etc.

5. The Saskatchewan Union of Nurses as an employer will ensure, insofar as is reasonably practicable, that the employer’s workers are not exposed to harassment at the place of employment. The employer, in consultation with the OHS Committee, will develop a policy to prevent harassment.

6. The Saskatchewan Union of Nurses will endeavor to have union meetings and union activities with a zero tolerance for harassment and discrimination.

SUN Board of Directors

CARRIED  AMENDED  DEFEATED

42. To create new Position Statement on Bottled Water.

If amended:

Background

Access to a safe water source is a basic human need. Most municipal water systems provide safe potable water. In the United States, 17 million barrels of oil are needed to produce the plastic to meet annual bottled water demand. In addition, bottled water in the UK is at least 500 times more expensive than tap water.<sup>1</sup>

Bottled water can cause stress on water resources, including the degradation of springs and other aquifers. The use of tap water over bottled water conserves energy, reduces fossil fuel use, prevents waste, and saves money.<sup>2</sup>

Position

SUN will not endorse the sale or distribution of commercially bottled water, nor supply commercially bottled water, at SUN meetings or events where potable tap water is available. SUN will encourage members to choose potable tap water over bottled water. SUN’s objective in taking this position is to achieve the following:

- Eliminate the purchasing of bottled water where potable water is available.
- Support the supply of, and encourage the use of, safe and potable municipal water.
- Increase member and staff awareness of the economic and environmental costs of widespread use of commercially bottled water.

References:

<sup>1</sup> Grostern, Joey. 2021. ‘Environmental impact of bottled water “up to 3,500 times greater than tap water.” [The Guardian, August 5, Environmental impact of bottled water ‘up to 3,500 times greater than tap water’ | Water | The Guardian](#)  
<sup>2</sup> Nield, David. 2021. ‘Here’s exactly how much drinking bottled water impacts the environment and our health,’ Science Alert, July 31. [Here’s Exactly How Much Drinking Bottled Water Impacts The Environment And Our Health : ScienceAlert](#)

SUN Board of Directors

CARRIED  AMENDED  DEFEATED

# Discussion Paper:

## Member Engagement and Representation within SUN

Within our nursing community, a diverse tapestry of backgrounds and experiences shapes our context, forming a distinctive population of health professionals united in answering the call to deliver optimal healthcare for the residents of our province. Recognizing the importance of equitable representation, the establishment of diversity committees becomes a crucial step in fostering inclusivity and ensuring the diverse voices within our community are heard. These committees are typically constituted by a diverse group of individuals who collaborate to champion inclusivity and represent the unique perspectives within a community or organization. Incorporating individuals from diverse hierarchical levels cultivates essential organizational depth by making space for these perspectives within and experiences to be highlighted and recognized. Moreover, the deliberate acknowledgement of intersectionality ensures proactive action through equitable representation of individuals with multiple marginalized identities.

Creating diversity committees within the Saskatchewan of Nurses (SUN) can result in a myriad of benefits, fostering a more inclusive and equitable representative organization. In this discussion paper, we outline several compelling reasons for SUN to contemplate the establishment of diversity committees.

### **REPRESENTATION AND INCLUSIVITY:**

- Diversity committees can ensure that the voices and perspectives of all members regardless of race, gender, ethnicity, or other characteristics, are heard and considered within the union.
- Enhancing representation fosters a sense of inclusivity, making all members feel valued and engaged.

### **ADDRESSING SYSTEMIC INEQUITIES:**

- These committees can work towards identifying and addressing systemic inequities within the nursing profession and the union itself.
- By understanding and tackling issues related to

discrimination or bias, SUN can actively contribute to creating a more equitable environment for all its members.

### **POLICY AND ADVOCACY:**

- Diversity committees can play a crucial role in reviewing existing policies and advocating for changes that promote diversity, equity, and inclusion.
- They can contribute to the development of policies that address specific concerns related to underrepresented groups and support initiatives that foster a more diverse workforce.

### **EDUCATIONAL INITIATIVES:**

- Diversity committees can organize workshops, training sessions, and awareness campaigns to educate members about the importance of diversity and inclusion.
- Promoting cultural competence and understanding can enhance collaboration and communication among nurses with different backgrounds.

### **ENHANCED ORGANIZATIONAL PERFORMANCE:**

- Diverse teams often outperform homogenous ones due to a broader range of perspectives and ideas.
- A diverse union is likely to be more innovative and adaptable, which can positively impact its ability to navigate challenges and advocate for its members effectively.

### **COMMUNITY ENGAGEMENT:**

- Engaging with diverse communities outside the union can strengthen SUN's relationships with the public and other organizations.
- This engagement can also foster partnerships and collaborations that benefit both the nursing profession and the communities they serve.

## LEGAL COMPLIANCE AND SOCIAL RESPONSIBILITY:

- Establishing diversity committees demonstrates SUN's commitment to legal compliance with anti-discrimination laws and regulations.
- It also reflects the union's social responsibility in contributing to a fair and just healthcare system.

## MEMBER WELL-BEING:

- A diverse and inclusive environment contributes to the overall well-being of members by creating a sense of belonging and support.
- Members who feel valued and understood are likely to be more engaged and satisfied with their union representation.

By creating diversity committees or caucuses, SUN can actively promote a culture of diversity and inclusion, ultimately benefiting its members, the nursing profession, and the broader healthcare system. Below are some examples of various forms of diversity and equality committees and/or representation in nurses unions and labour organizations:

- Canadian Federation of Nurses Union (CFNU)
  - Human Rights and Equity Council reports to the National Executive Board Human Rights and Equity Committee. Made up of five diversity caucuses including: LGBTQ2S+, Racialized Workers, Workers with Disabilities, Young Workers, Indigenous and Francophone. Meets during biennial conventions.
  - Equity and Inclusion Toolkit (2019) was developed to assist Member Organizations and the CFNU to implement procedures and governance structures that will facilitate the inclusion and participation of equity-seeking groups.
- Saskatchewan Federation of Labour (SFL)
  - Representation on committees is comprised of members of different labour unions in Saskatchewan that are a part of the SFL.
  - Equity and Diversity Committees:
    - › Indigenous, Solidarity and Pride, Workers of Colour, Women's, Young Workers, Workers with Disabilities. Caucuses meet at biannual meetings. Committees meet two to three times a year.
  - Other Committees:
    - › Apprenticeship, Education, OH&S and

Workers' Compensation, Pension and Benefits, Environment.

- British Columbia Nurses Union (BCNU)
  - Four Human Rights and Equity Caucuses: Indigenous Leadership Circle, Mosaic of Colour, LGBTQ, Workers with Disabilities.
  - Human Rights and Equity Conference (2023).
- United Nurses of Alberta (UNA)
  - Equity Caucus meet at AGM and quarterly.
  - Indigenous Workers of Alberta, Mental Health Caucus, Pride Caucus, Young Workers.
- Manitoba Nurses Union (MNU)
  - Nurse Practitioner Focus Group.
- Ontario Nurses Association (ONA)
  - Equity Caucus meet at AGM and quarterly.
- Nova Scotia Nurses Union (NSNU)
  - Education Committee.
  - Representation on Nova Scotia Federation of Labour equity committees.
  - Governance structure includes elected representatives from various components including VP of Licensed Practical Nurses.

To summarize, the current committee structure at SUN includes: Executive, Finance, Nominations, Provincial Negotiations, Constitution Bylaws and Resolutions (CB&R), Community Connections, AGM Planning Committee, and appointed representatives on SFL committees, including the equity committees. We propose that the following caucuses be developed to enhance engagement, diversity and productivity of SUN. Suggestions of this discussion paper include establishing diversity and equity committees including: Solidarity and Pride, Workers of Colour, Indigenous, Men in Nursing, Young Workers, Workers with Disabilities and minority designations which comprise SUN, the Registered Psychiatric Nurses (RPN) and Nurse Practitioners (NP).

## SUBMITTED BY:

*Krystle Wallman, Local 258*

*Beckie Olney, Local 258*

*Leslie Shoemaker, Local 258*



**DELTA REGINA BY MARRIOTT**  
 1919 Saskatchewan Dr  
 306 . 525 . 5255



**RAMADA PLAZA REGINA**  
 1818 Victoria Avenue  
 306 . 569 . 1666



**DOUBLETREE BY HILTON**  
 1975 Broad St  
 306 . 665 . 9898



**FOUR POINTS BY SHERATON REGINA**  
 2415 Dewdney Ave  
 306 . 789 . 8008



**VITERRA INTERNATIONAL TRADE CENTRE**  
 1700 Elphinstone St

