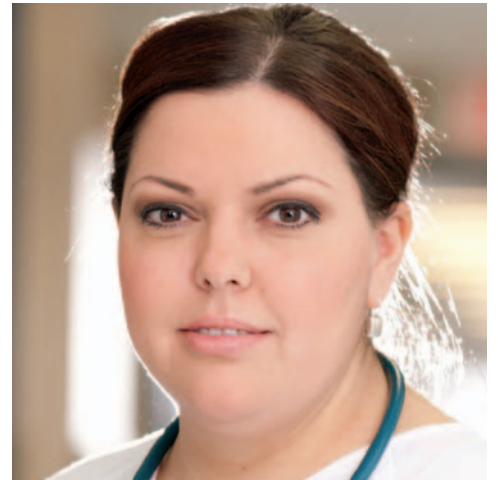


SUN Spots

2015 ANNUAL MEETING ISSUE

OFFICIAL NEWSLETTER OF THE SASKATCHEWAN UNION OF NURSES VOL. 41 ISSUE 1 | 2015 ANNUAL MEETING



Today's Superheroes



41st SUN Annual Meeting and April 21-23, 2015 • TCU Place, Saskatoon

DON'T FORGET Your SUN Membership Card!

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

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

Fragrance and Smoke Free Event

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

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

Smoking is permitted in the areas designated by TCU Place only.

Agenda – Education Day Tuesday, April 21, 2015

- 0745 Education Day Check In
- 0830 Greetings
 - IAC Success: The Dubé Story
- 1000 Refreshment Break
- 1030 Guest Speaker:
 - Privacy and Technology in the Workplace
- 1200 Lunch (provided)
- 1315 Guest Speaker:
 - Building a Labour Community
- 1445 Refreshment Break
- 1515 Panel Discussion: Healthcare and Politics
- 1645 Adjournment
- 1646 – 1730
 - Early registration for business portion of Annual Meeting
- 1900 Welcome Social
 - Delta Bessborough Hotel
 - Adam Ballroom

Agenda – Business Days

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.

SUBJECT TO CHANGE

Wednesday, April 22, 2015 Business Day

- 0730 – 0900
 - Annual Meeting Registration
- 0815 – 0845
 - Constitution, Bylaws and Resolutions Committee – New Member Orientation
- 0900 Call to Order
 - O Canada Video
 - Announcements
 - Greetings from Host City
 - Appointment of Credentials Committee and Scrutineers
 - Introductions: Board of Directors, SUN Staff, Planning Committee, Guests, Parliamentarian
 - Credentials Committee Report
 - Approval of Agenda
 - Approval of Minutes
 - Disposition of 2014 Resolutions
 - President’s Address
 - Announcement of Vacant Positions – Nominations Committee

Education Day Agendas

Wednesday continued

- 1015 Refreshment Break
- Lifetime Membership Presentation
- Leadership Awards Presentation
- First Vice President's Report
- Auditor's Report
- 1145 Lunch (provided)
- 1300 Executive Director's Report
- Director of Patients & Families First, and Government Relations Report
- Committee Reports:
- Constitution, Bylaws and Resolutions Committee
 - Nominations Committee
 - Program Committee
- Larry Hubich, SFL President
- Candle lighting in recognition of members who have lost their lives over the past year
- 1430 Refreshment Break
- 1500 2015 Membership Survey Report
- Negotiations Committee Report
- Director of Labour Relations Report
- Deadline for nominations for vacant positions
- 1600 Adjournment
- 1800 Cash Bar
- 1830 Banquet – TCU Place, Fab and Glam

Thursday, April 23, 2015 Business Day

- 0830 Annual Meeting Registration
- 0900 Call to Order
- Announcements
- TBA
- Credentials Committee Report
- Constitution, Bylaws and Resolutions – CB&R Committee
- 1015 Refreshment Break
- 1030 Linda Silas, CFNU President
- Constitution, Bylaws and Resolutions continued
- 1100 Election of vacant positions – Nominations Committee
- 1145 Lunch (provided)
- Equity Caucuses
- 1300 Constitution, Bylaws and Resolutions continued
- New Business: Items submitted for Open Forum Discussion
- Unfinished Business
- Announcement of 2016 Annual Meeting Date and Location
- Election results – Nominations Committee
- Introduction of New Board of Directors – Nominations Committee
- President's Address
- Adjournment

Agenda Notes

Urgent Resolutions will be accepted until 1300 hours, April 22, 2015.

Membership Policy 023-M-2007 governs the deadline for submission of nominations for vacancies as being on return from lunch on second day of meeting. Due to this year's meeting being two days only, an adjustment of deadlines was required to allow sufficient time for the process. By approving the agenda, approval is being given to allow for the change in deadline times for the election process.



Superheroes are resilient, strong, determined, courageous, bold, fearless, trustworthy, respected, thoughtful, selfless, intelligent, critical thinkers — these exact same words perfectly describe registered nurses.

Planning for the year ahead always requires a little reflection on the year that has past — what worked well, what needed to be reworked and what — well, just needs to be left in the past. As I take a moment to look back see what we have accomplished I am truly proud to be a registered nurse and a member of SUN.

We have faced many a challenge over the past year — and in the months to come we will be confronted again — but that won't stop us from stepping up, speaking out and protecting the people we take care of and our profession.

Registered nurses are a lot like Superheroes. We have no capes or fancy costumes, no superhuman power to shoot lasers from our eyes or move objects with our mind, but we possess the same integrity, passion, compassion, sense of responsibility, and fire in our belly to right the wrongs as the fictional characters do. We too fight battles to protect the public [and our patients]; we too will do whatever it takes to save a life. We may take a few hits along the way but we shake them off, we don't let the "bruises" show, and we definitely don't let them slow us down or hold us back.

Superheroes are resilient, strong, determined, courageous, bold, fearless, trustworthy, respected, thoughtful, selfless, intelligent, critical thinkers — these exact same words perfectly describe registered nurses.

As Spiderman said, "with great power there must also come — great responsibility." For registered nurses this is at the core of who we are. Like Wonder Woman or Superman, we cannot turn off our extraordinary abilities at the end of the day — they are a part of who we are. Without a second thought we run to help others, in the streets, in the park, in the mall, or on vacation, it doesn't matter the where or the when, our "super powers" kick in and we answer the call for help.

This year at Annual Meeting — let's come together in strength and solidarity and watch our "super powers" grow. Let's take a moment to reflect on why we chose our profession, what drives us to do what we do, empowers us to speak up for those who cannot find the strength or their voice. Let's enjoy great discussion, respectful debate, and a celebration of our profession and our special "powers" to take care of others.

In solidarity,

A handwritten signature in blue ink that reads "Tracy M. Zambory". The signature is fluid and cursive.

Tracy Zambory, RN

President, Saskatchewan Union of Nurses

Climate Goals

Collectivity

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

Democracy

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

Equality

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

Honesty, Integrity

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

Caring, Compassion and Social Justice

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

Rules and Privileges

- SUN climate goals will be honoured by all those in attendance.
- SUN members will be identified by wearing SUN membership cards.
- Members are required to sign in at the start of the meeting. This will be used to determine quorum.
- Speakers will use a microphone when addressing the chair.
- Speakers must be acknowledged by the chair before addressing the assembly.
- A speaker addressing the chair will state his/her name, local number and name, and SUN district.
- All remarks must be addressed to the chairperson and confined to the question before the assembly.
- All members in good standing may address the convention. (NOTE: Honourary members are not entitled to make motions.)
- Each member in attendance, with the exception of honorary members, will be entitled to one vote.
- When the doors are tiled/sealed for a standing vote or during the election process, no one will be allowed to enter or exit the meeting room.
- Staff and guests can address the convention if requested by the assembly but have no vote.
- Motions and amendments must be presented in writing to the chair.
- Urgent resolutions may be submitted to the CB&R Committee by the deadline announced.
- The SUN Annual Meeting shall follow Robert's Rules of Order.
- All pagers and cell phones are to be turned off or on vibrate during the meeting.

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

Harassment Divides the Union

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

Harassment Hurts People

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

When a Joke is Not a Joke

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

What to Do

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

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

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

Equality and Solidarity

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

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

Your Meeting, Your Voice

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

Tips for Speaking at the Microphone

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



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

Robert’s Rules of Order – Just the Basics

The purpose of “Robert’s Rules of Order” includes the following:

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

Basic Principles

- All members have equal rights, privileges and obligations
- Full and free discussion of every motion is a basic right
- Only one question at a time may be considered, and only one person may have the floor at any one time
- Members have a right to know what the immediately pending question is and to have it restated before a vote is taken
- No person can speak until recognized by the chair
- Personal remarks are always out of order
- A two-thirds vote is required for any motion that deprives a member of rights in any way (e.g., cutting off debate)

Role of the Presiding Officer

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

General Procedure for Handling a Motion

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

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

General Rules of Debate

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

A Quick Reference Guide for Motions

MOTIONS IN ORDER OF PRECEDENCE

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

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

QUORUM is the number of **registered members that are** entitled to vote **who must be present in order to legally transact the meeting's business**. SUN's Bylaw 3.10 (vi) states that the quorum for a general meeting of the union shall be a majority of those members registered in attendance on each day of the meeting. Therefore, if on any given day 300 members are registered, quorum would be 151 members. If at least 151 members remain at the meeting, business, including voting on resolutions, can proceed.

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

MOTIONS WITH NO SPECIAL ORDER

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

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

Proposed Constitution Amendments

1. Amend Article 3.01 – Membership by adding RN(NP).

If amended:

3.01 All registered and graduate nurses, registered and graduate psychiatric nurses, **registered and graduate nurse practitioners** and those nurses identified in Bylaw 2.04 and other allied personnel who are eligible to engage in collective bargaining are eligible for membership in the Union. No allied personnel shall be permitted into the membership without the approval of a two-thirds (2/3) majority vote of the membership at a general meeting of the Union.

Rationale: housekeeping

Constitution, Bylaws and Resolutions Committee

Carried Amended Defeated

Proposed Bylaw Amendments

2. Amend Bylaw 2.06 – Membership by adding first vice president.

If amended:

2.06 The elected full-time president **and first vice-president** of the Union shall continue to be a member in good standing of the Union with the payment of dues and assessments.

Rationale: housekeeping

Constitution, Bylaws and Resolutions Committee

Carried Amended Defeated

3. Amend Bylaw 2.11 by changing the provision of Locals assets being held for a period of two years to being held until such time as the Local becomes active.

If amended:

2.11 Where the Board makes any of the orders provided for in Bylaw 7.15, the Board may order that all funds and properties of any nature held by the Local shall revert to the Union to be held in trust ~~for a period of two (2) years~~ for the purposes of effecting a reorganization of the said Local **or said Local becomes active**.

Where a Local dissolves, secedes or voluntarily surrenders its Charter, the Board may order that all funds and properties of any nature held by the Local shall be reverted to the SUN District Council.

Board of Directors

Carried Amended Defeated

4. Amend Bylaw 2.16 by changing the provision of SDC assets being held for a period of two years to being held until such time as the SDC becomes active.

If amended:

2.16 Where the Board makes any of the orders provided for in ~~Bylaw 7.19~~ **Bylaw 7.20**, or when a SUN District Council dissolves or secedes **or is inactive**, the Board may order that all funds and properties of any nature held by the SUN District Council shall revert to the Union to be held in trust **until such time as the SUN District Council becomes active** ~~for a period of two (2) years for the purpose of effecting a reorganization of the said SUN District Council~~.

If such a reorganization is effected **or the SUN District Council becomes active**, such funds and properties of the said SUN District Council shall be reinvested with the SUN District Council for its use and benefit. ~~If the SUN District Council is not reorganized within a period of two (2) years, such funds and properties shall revert to the general funds of the Union.~~

Board of Directors

Carried Amended Defeated

5. Amend Bylaw 4.06 by making a housekeeping change to specify that it is elected positions on committees.

If amended:

4.06 Nominees for elected positions ~~or on~~ **on** committees shall be from the general membership, except that nominees for elected or appointed positions on the Negotiations Committee shall be from their identified place of employment.

Board of Directors

Carried Amended Defeated

6. Amend Bylaw 4.22 by providing an option allowing the Board to not fill a vacant position when the term remaining is of short duration or when the work already completed by the committee would be onerous to a new committee member.

If amended:

4.22 If a member is elected for a position on a standing committee and resigns, terminates employment in the applicable identified place of employment or region, or otherwise ceases to act, at the discretion of the Board of Directors, the process may be:

- i) Before the orientation the Nominations Committee may declare the candidate(s) with the next most ballots to be elected.

- ii) After orientation a by-election may be called for the position.
- iii) A member may be appointed.
- iv) **The Board may elect to not fill the committee position after consideration of term remaining or status of committee process.**

Board of Directors

___ Carried ___ Amended ___ Defeated

7. Amend Bylaw 5.05.2 by adding the provision for the First Vice President to act as the Provincial Returning Officer for all bargaining tables other than SUN/SAHO.

If amended:

First Vice-President

5.05.2 The First Vice-President shall:

- i) Attend Board of Directors, Executive and Finance Committee meetings as well as all General Meetings of the Union.
- ii) Shall be a full-time, salaried director to assist the President with the duties and responsibilities of the office of the President, as assigned and assume the duties of the President in her absence.
- iii) Act as interim President in the event that the President resigns, dies or otherwise ceases to act, until a President is elected.
- iv) Act as a signatory on documents and cheques drawn on Union funds, as required in the conduct of Union business.
- v) Be bonded for due and faithful discharge of her duties and responsibilities in such amount as the Board shall determine and the cost of such bond shall be borne by the Union.
- vi) Cause to be kept such regular books and records of the Union's finances, full records of minutes of all meetings of the Union and of the Board, and all records, documents and correspondence of the Union, as set up under the instructions of the Board.
- vii) Shall be responsible for recording minutes in the absence of the Executive Assistant, or designate.
- viii) Cause to have a budget prepared in consultation with the Finance Committee and the Executive Director, and make recommendations on matters of a financial nature to the SUN Board of Directors and the Union, as required.
- ix) Cause to be presented at the Annual Meeting, the audited financial statement, and current financial position of the Union, and the proposed operating budget.
- x) Become Emergency Services Coordinator in the event the Strike Steering Committee is activated.

- xi) **Act to fulfill vote requirements for bargaining tables other than SUN/SAHO bargaining table.**
- xii) Be the Chairperson of the Finance Committee.
- xiii) Be a Vice President to the Executive Council of the Saskatchewan Federation of Labour.
- xiv) Be a trustee of S.U.N. Office Building Ltd.

Board of Directors

___ Carried ___ Amended ___ Defeated

8. Amend Bylaw 6.01 to refer the Board of Directors to Bylaw 4.22 for guidelines in filling a vacant committee position.

If amended:

6.01 A) Standing Committees

The following shall be standing committees of the Union:

- i) Executive
- ii) Constitution, Bylaws and Resolutions
- iii) Finance
- iv) Provincial Negotiations
- v) Nominations
- vi) Program Committee

B) Terms of Office for All Committees

In the event that any member of any standing committee should resign, die or otherwise cease to act, the Board shall appoint from the members of the Union a replacement for the unexpired term **or as per Bylaw 4.22.**

The members of standing committees shall hold office for a two (2) year term, except as provided otherwise in the Constitution and Bylaws.

Board of Directors

___ Carried ___ Amended ___ Defeated

9. Amend Bylaw 6.07 – Composition and Duties of Committees by changing Swift Current Regional Hospitals to Cypress Regional Hospital.

If amended:

Provincial Negotiations Committee

- 6.07 i) The Provincial Negotiations Committee shall be comprised of twelve (12) members who shall be elected by and from the membership.
- ii) Provincial Negotiations Committee Representation
Representation is defined as follows with the option of self-declaration as noted below.

Base Hospitals
Defined as Royal University Hospital, St. Paul's Hospital, City Hospital, Regina General Hospital and Pasqua Hospital.

Regional Hospitals
Defined as Yorkton Regional Health Centre,
Battlefords Union Hospital, Victoria Hospital Prince
Albert, Moose Jaw Union Hospital, ~~Swift Current
Regional Hospital~~ Cypress Regional Hospital and
Lloydminster Hospital.

Rationale: housekeeping

Constitution, Bylaws and Resolutions Committee

___ Carried ___ Amended ___ Defeated

10. Amend Bylaw 6.07 by adding as new that the Negotiations Committee meet with the Board of Directors for updates every three (3) months once committee elected.

If amended:

v) Under the direction of the Board of Directors the Provincial Committee shall:

- Develop and recommend bargaining principles for Board approval prior to presentation to the Bargaining Conference for ratification;
- Develop proposals from ratified bargaining principles for Board approval prior to exchange of proposals;
- At any time, recommend to the Board of Directors the need for a strike vote;
- Report to the Board of Directors prior to the ratification of any collective agreement;
- Prepare a report for the Annual Meeting;
- Meet with the Board of Directors for updates every three (3) months once committee is elected.**

SUN Local 75

___ Carried ___ Amended ___ Defeated

11. Amend Bylaw 6.07 v) by adding as new the definition about the lead negotiating team speaking with government and/or SAHO regarding negotiations.

If amended:

6.07 v) f) **Ensure that the lead negotiating team speaking with government and/or SAHO regarding negotiations shall include a minimum of one of the elected members of the Negotiations Committee.**

SUN Local 75

___ Carried ___ Amended ___ Defeated

12. Amend Local Bylaws Prototype 3.01 – Membership by adding RN(NP)

If amended:

3.01 Subject to Article 3 - Membership of the Constitution of the Saskatchewan Union of Nurses, the Local shall have jurisdiction to represent all registered nurses, graduate nurses, registered and graduate psychiatric nurses, **registered and graduate nurse practitioners** and other allied personnel employed in _____ Regional Health Authority at _____ (facility/agency(s)) hereinafter referred to as “the employer,” and who are eligible for membership in the Local.

Rationale: housekeeping

Constitution, Bylaws and Resolutions Committee

___ Carried ___ Amended ___ Defeated

Proposed Policy Amendments

13. That existing Membership Policy 038-M-2007 (Expense Reimbursements) be amended to include the provision of funding for attendance on provincially directed teleconferences.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

14. That existing Membership Policy 039-M-2007 (Strike Fund) be deleted as a membership policy and that Financial Policy be created to ensure the administration of the strike fund as per recommendation of the Auditor, best practice and a consistent approach to management of funds.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

15. That existing Board Policy 014-B-2007 (Directors Performance Review) be deleted as the Directors Performance Review is part of the operational work, is the duty of the Executive Director to conduct review, and is not a board function.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

16. That existing Board Policy 017-B-2007 (Convention Delegate Selection) be amended that always one of the three positions (President, First Vice President, Second Vice President) shall stay in Saskatchewan at all times to deal with emergent union business.

SUN Local 75

___ Carried ___ Amended ___ Defeated

17. That existing Board Policy 027-B-2013 (Representation at International Conferences/Events) be amended to reflect the attendance of the Board of Directors and that always one of the three positions (President, First Vice President, Second Vice President) shall stay in Saskatchewan at all times to deal with emergent union business.

SUN Local 75

___ Carried ___ Amended ___ Defeated

Proposed Business Resolutions

18. When the number of Work Situation Reports reach 100 or greater in base hospitals, more provincial funding and support shall be given to the Local to represent members and NAC process.

SUN Local 75

___ Carried ___ Amended ___ Defeated

19. That SUN Provincial Nursing Practice Department focus on Long Term Care and develop a strategy with LTC RNs/RPNs to address the many issues therein. (For example, working short, SCAs administering meds, LPNs working full scope of practice, no RN/RPN in building at times, workload, etc.)

SUN Local 126

___ Carried ___ Amended ___ Defeated

Proposed Negotiations Considerations

Article 9

20. Article 9.01 – In Charge Pay – Supernumerary RN charge nurse shall be identified on each shift for 24/7 units.

SUN Local 75

___ Carried ___ Amended ___ Defeated

Article 14

21. Weekend premium to be aligned with Alberta with a 64 hour period commencing at 1500 hours on a Friday.

SUN Local 75

___ Carried ___ Amended ___ Defeated

22. Increase shift differential to \$5.00 per hour to align with Alberta.

SUN Local 75

___ Carried ___ Amended ___ Defeated

Article 15

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

SUN Local 75

___ Carried ___ Amended ___ Defeated

24. Increase weekend premium to align with Alberta at \$3.25 per hour.

SUN Local 75

___ Carried ___ Amended ___ Defeated

Article 17

25. Add to Compassionate Leave, upon request, on the death of a family member or someone with whom they have had an equivalent relationship, as herein defined, an Employee shall be granted compassionate leave with pay as follows: Up to seven (7) working days in the event of the death of a spouse (opposite sex or same sex, married or unmarried couples), fiancé(e), mother, father, brother, sister, some, daughter, father-in-law, mother-in-law, grandparents, grandchildren, brother-in-law, sister-in-law, daughter-in-law, grandparents-in-law, aunt, uncle, niece or nephew.

SUN Local 75

___ Carried ___ Amended ___ Defeated

Article 42

26. Upon request, each Employee shall be granted at least three (3) professional development days annually, at the basic rate of pay. An Employee shall be advised, prior to taking any professional development days of any transportation, registration fees, subsistence and other expenses that will be paid by the Employer. Such hours not used in each fiscal year shall not be carried forward into subsequent years. Applications for such paid professional development opportunities shall be made in writing to the Employer as early as possible.

SUN Local 75

___ Carried ___ Amended ___ Defeated

Nominations for the 2015 SUN Elections closed on January 20, 2015. Thank you to everyone who allowed their name to stand for nomination.

Elected By Acclamation

BOARD OF DIRECTORS: Elected for a two (2) year term

- Second Vice-President Paul Kuling, Local 101
- Regional Representative, Region 1 Barb Fisher, Local 62
- Regional Representative, Region 3 Jason Parkvold, Local 43
- Regional Representative, Region 5 Leslie Saunders, Local 49
- Regional Representative, Region 7 Fred Bordas, Local 224

PROVINCIAL COMMITTEES: Elected for a two (2) year term

Constitution, Bylaws and Resolutions Committee

- Rachel Hyatt-Hiebert, Local 69
- Crystal Kuras, Local 14
- Kushal Kumar Sharma, Local 107

Finance Committee

- Teresa Gieg, Local 107

Program Committee

- Carole Smulan, Locals 9, 246 and 290
- Michelle Rae, Local 276

To Be Elected by Mail-in Ballot

The following positions will be elected by mail-in ballot. See page 15 of this publication for each candidate's position statement.

President: One (1) to be elected

- Eileen Zaba, Locals 75, 126 and 258
- Tracy Zambory, Local 49.1

Nominations Committee: Three (3) to be elected

- Shannon Mychan, Local 62
- Connie Paul, Local 68
- Leslie-Anne Strand, Local 106
- Garth Wright, Local 106

Ballots must be received at the Regina SUN office by 1630 hours, April 10, 2015 (Bylaw 4.13)

To Be Elected at Annual Meeting

The following positions will be nominated and voted on during the 2015 Annual Meeting. To be nominated and/or vote, members must be in attendance during the Annual Meeting.

Constitution, Bylaws and Resolutions Committee

- One (1) to be elected

Finance Committee

- One (1) to be elected

Program Committee

- Three (3) to be elected

Candidates for Nominations Committee

Three (3) to be elected by mail-in ballot.

Shannon Mychan Local 62

Hello Sun Members

My name is Shannon Mychan and I am running for a position on the Nominations Committee. I have been on the Committee for the last four years and have enjoyed working with fellow committee members Maureen Waithman, now Leslie Anne Strand and Garth Wright. The work is interesting, job satisfaction is great and the friendships we have created are wonderful.

I am employed at Vitoria Hospital, Local 62, Prince Albert. I am presently working in the Maternal Visiting Program based out of our Obstetrical unit. It is a job that is extremely rewarding both with the patients that I see and the staff that I work with.

I am currently president of the NAC Committee and have previously been the ward rep for the ER.

I am looking forward to continuing my work on the committee if I am elected.

Connie Paul Local 68

Hi, my name is Connie Paul and I am proud to say that I have been a Registered Nurse for almost 28 years. I am currently a registered nurse in ICU/ER at the Moose Jaw Union Hospital. For many years now I have served on our local as NAC Chair, Secretary and now as Vice President for the last two years.

Throughout my career I have been an avid supporter of SUN. I have supported the union in whatever way possible, and have watched our collective agreement evolve to our current one. I believe that the Saskatchewan Union of Nurses along with our members are the back bone to achieving the recognition that we so deserve. We are about our patients first, and will continue to be advocates for all of the people in our province.

I have attended many Annual General Meetings, labor schools, and Education opportunities.

I believe

Leslie-Anne Strand Local 106

No write up provided.

Garth Wright Local 106

No write up provided.

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

Candidates for SUN President

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



Eileen Zaba Locals 75, 126 and 258

Why is Eileen Zaba the best Saskatchewan Union of Nurses Provincial President candidate?

Information about me.

I have been working as a nurse for over 32 years treating a variety of demographics including preK-12 students, offenders at the Regional Psychiatric Centre, patients in crisis that present at the emergency department, to working with seniors in the community and in long-term care I have acute care and community experience. In 2010 I won the Muriel Jarvis Award for making a positive difference as a nurse, and I want a chance to continue to make a positive difference as your representative.

I am nearing the completion of my Master's Degree in Nursing, have a full-time position and two casual positions with Saskatoon Health Region. I teach 4rth year nursing students at the U of S.

Nurses on the front-line need a voice.

Health care in Saskatchewan is run with a "top down" management style. Nursing literature speaks conclusively against this approach and instead supports development of policies, procedures, and programs that come from the front-line caregivers and are supported by management and policy. This creates a system that is practical and includes context (acknowledging that every area of nursing and every environment where nursing care is provided, is special and unique). This management style would give the front-line nurses of Saskatchewan a voice. A health care system that operates in a "bottom up" style is transparent and builds cohesiveness with staff.

Crippled by ineffective policies written without front-line context.

A "top down" management style encourages elitism without accountability. As this progresses and the organization becomes top heavy, management disconnects from current issues and front-line staff and focuses on power building which often comes at the cost of conflict and does not identify the underlying problems and solutions. I have personally experienced being fired for identifying and reporting appalling offenses such as child abuse, only to be offered my position again a year later in the same organization. I struggle with ethical issues because of the number of patients I am responsible for while working in long-term care as a casual nurse. I was assaulted twice over the last few months while providing care for patients in the community.

The LEAN model was designed to be implemented from the "bottom up", not "top down" like the health care system is doing. If front line nurses had a voice, emergency equipment would not have moved from the care station into a locked closet because it appears tidier.

If you elect me, I will spend time with each local in the province, be accessible, approachable and transparent. I will make efforts to listen to and understand your concerns. I will empower you to use tools such as OH&S and ensure the union supports your voice, making positive changes by moving toward a more healthy work environment for nurses. I believe in a "bottom up" management style. I am running for the president of SUN and am a front-line nurse. It's time we had a voice.

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Tracy Zambory Local 49.1

My name is Tracy Zambory and I am seeking re-election as your President.

It has been a true honour to serve on your behalf. The past two years have been some of the most fulfilling of my thirty years working as a Registered Nurse, primarily in long-term care, as well as a Local President, an SDC Chair, Region 5 Representative and First Vice-President.

A tumultuous two years

The last two years have been tumultuous ones. We have had to respond together to the threat of The Saskatchewan Employment Act that our union might be split. Through the engagement and solidarity of SUN members, we influenced government to achieve a historic victory – registered nurses were specifically exempted from the supervisory provisions of the new legislation, keeping SUN intact, whole and strong.

This resilience was also at the forefront as SUN members stood together to oppose changes to SALPN bylaws that could imperil our patients and our profession. Our petition, over 3,000 signatures strong, is a credit to the advocacy and determination of our entire union.

As President, I have been proud to represent SUN at many meetings with government, management, regulatory bodies, and stakeholders to influence these achievements.

And during my term, I am proud of how we have increased our collaboration with both of the major nursing regulatory bodies and opened new alliances with nursing students – the future of our profession.

In 2015, the collective power of unionized workers to support each other will be crucial. The choices we make will shape not only our workplaces, but those of every worker in the province.

My commitments

If re-elected, I commit to five priorities. First, SUN must always be ready to provide assistance to every member whenever needed. Second, I will work with all members to ensure we bargain our next collective agreement and partnership to achieve real change in our workplaces – now is not the time for a rollover agreement or takeaways. Third, I will continue to focus all our collective efforts to protect our patients and profession as regulatory bodies and government attempt to redefine the scope of nurses. Fourth, in the face of government action to weaken and fragment labour unions, I will continue our work to keep our union whole. And, finally, I want to grow the understanding of the next generation of union members about our collective power and responsibility.

The President is responsible to the membership for the overall management and direction of the union. I believe in being a careful steward of the finances and respecting the dues you contribute. I will continue to be responsive to the needs of every member.

I am committed to taking on these challenges, leading our efforts together, working collaboratively with stakeholders, representing members with integrity and strengthening SUN as a dynamic and diverse organization.

I ask you for your support.

In solidarity,

Tracy M. Zambory



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Today's workplaces are influenced by budgetary constraints, technology, political pressures, and increased professional demands and challenges.

Don't forget to register!
 If you are interested in attending the 2015 Annual Meeting Education Day, you must register. Registering is quick and easy — simply check the appropriate box when registering to attend the Annual Meeting.

How do we handle these changes? How do we protect ourselves in a rapidly changing environment both personally and professionally? What can we do as individuals and as a collective do to have our voice heard?

With a lineup of great speakers the 2015 Annual Meeting Education Day plans to answer those questions, peak your interests and provide you with a mechanism to speak out and get involved in your union.

IAC Success: The Dubé Story

The Nursing Advisory Process was developed in 1982 as a formal mechanism for SUN members to have a voice, a means of addressing their concerns and creating positive change in their workplace. Through the filing of Work Situation Reports, SUN members can effect positive change — but it doesn't happen overnight, it takes patience, courage, and persistence.

For the SUN members at the Dubé Centre in Saskatoon, their determination, perseverance, and strength is what lead them through their journey with the Nursing Advisory Process as they advocated for improved patient safety through better staffing — a journey that ended in success.

Privacy and Technology in the Workplace

Access to our friends, family, colleagues and work life is easier today than it ever was before thanks to technology now being at our finger tips. Everyday conversations that were once done one-on-one, over the phone and/or in private are now shared via text messages, email or through social media networks.

While this easy access to our extended communities has its advantages when need a place to seek support after a bad day at work, it also does not come without its own dangers.

Crystal Norbeck, LLB will cover the do's and

don'ts of using social media and mobile devices in the workplace, as well as keeping electronic patient records private.

Building the New Union Movement

The face of the labour movement is changing and for the better. Once seen as tub thumping, trouble makers only concerned about making more money, unions are now gaining respect and recognized as advocates for fairness and equality for all employees. But is that enough to save the labour movement? Since the 1980s the labour movement in Canada has taken hit after hit from Conservative governments trying to silence or eliminate unions. More can be done to build the new labour movement, to continue to change the public's perspective on unions and get governments recognize the true value of unions within the broader labour force.

Author Nora Loreto, will share her insights from her book *Demonized to Organized: Building the New Union*, on how to continue to improve the public image of unions, building a labour community, the importance of engaging in activities as an individual or a member of your union, and the importance of engaging in the democratic process.

Healthcare and Politics

SUN is no stranger to the fact that politics and healthcare go hand in hand as the political climate can be a key influencer in many things we do. Back by popular demand, the Healthcare and Politics panel will provide us with an overview of the key areas in politics today that have a direct impact on the healthcare system and our profession; what SUN as a union is doing to mitigate the impact; and what we as individual members, registered nurses, and as consumers of the healthcare system can do to promote quality healthcare in Saskatchewan.

EDUCATE
 COMMUNICATE
 PARTICIPATE



SUN believes that every member has the right to equal opportunity and full participation in the workplace and in the union.

SUN recognizes and values the diversity of its membership and strives to promote equity and diversity in the workplace and in the Union. It is the Union's responsibility to see that diversity is reflected in all levels of the organization.

Diversity is about acknowledging differences that can impact the fair and equitable treatment of people. Diversity can include differences in sex, age, race, ethnicity, language, religion and spiritual beliefs, culture, physical or mental ability, socioeconomic status, gender identity, sexual orientation, family status, and education.

SUN believes that each and every member deserves to be treated with respect and dignity in a safe and understanding environment. It is our mission to ensure our members are afforded such rights within our Union and within our profession.

The SUN Board of Directors and staff are committed to representing our members to the fullest of our abilities and expertise. Gaining a better understanding of the barriers our diverse membership faces as individuals will better prepare us to represent our members as individuals and as a collective.

To gain a better understanding and insight into the challenges diversity groups within SUN face and how we can overcome these barriers together, SUN conducted our first Equity Causes during the 2013 Annual Meeting held in Regina.

The shared experiences from our first Equity Caucus were positive, members felt grateful for having the opportunity to share their thoughts and concerns and an avenue to present their suggestions in a safe and welcoming environment. Unani-

mously, participants supported Equity Caucuses being held at SUN's Annual Meeting and encourage their fellow SUN members to attend future caucuses.

To continue supporting our diverse membership, SUN will once again be conducting four (4) equity caucuses during the 2015 Annual Meeting.

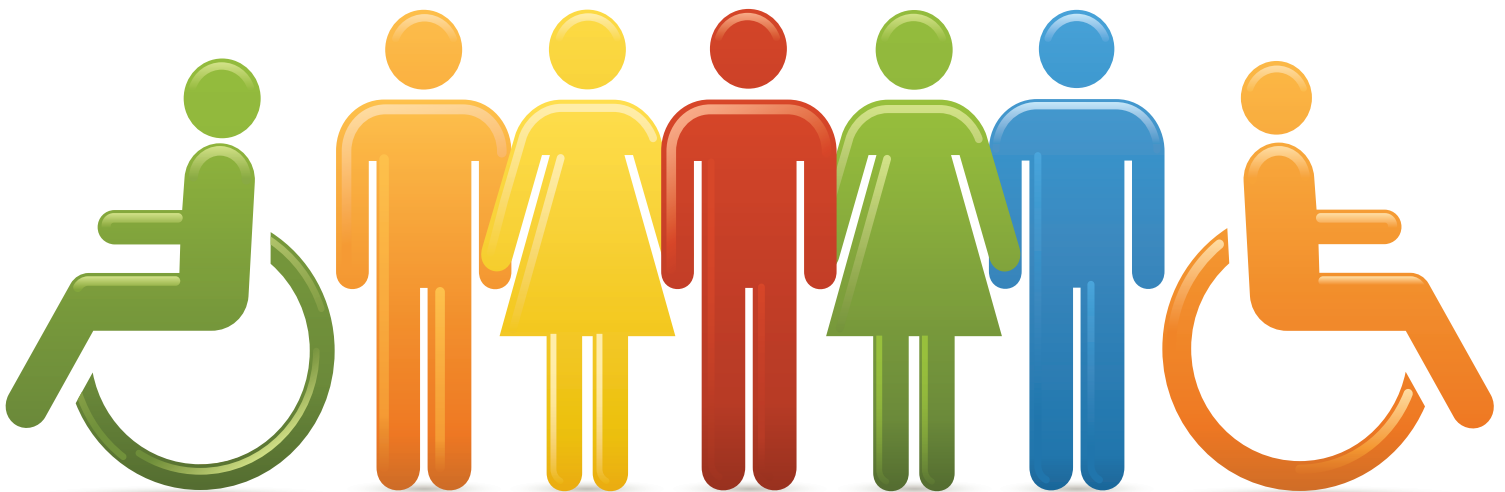
The 2015 Equity Caucuses are open to members of the following equity-seeking groups only:

- Aboriginal Peoples
- Internationally Educated Nurses (IENs)
- Lesbian, Gay, Bi-sexual, and Transgender (LGBT) and Allies
- Members with Disabilities

The caucuses are to be a safe environment for members to have an open discussion about their experiences as members of that designated group. Talking about our experiences of discrimination can leave us feeling vulnerable. Members can feel isolated and misunderstood by those who have not shared similar experiences. The goal is to create a place where members feel accepted and understood.

We encourage all members who belong to the Aboriginal, IEN, LGBT and Allies, and Members with Disabilities equity-seeking groups to attend the appropriate Equity Caucus on **Thursday, April 23 during the lunch hour**. Lunch will be provided for those in attendance.

To help us gauge the number of members requiring lunch during the caucuses, members who wish to attend the caucuses may express their interest on the 2015 Annual Meeting registration form (page 26 of this publication) or at the registration tables during Annual Meeting until **Wednesday, April 22 at 16:00 hours**.



The following outlines the funding options available to members attending

Approved Funding for Board of Directors and Committee Members

As per **Membership Policy 038-M-2007**, all Board and standing committee members, Position Evaluation Committee, Provincial Returning Officer, all Negotiations Committees and SUN members on SFL/CLC committees shall be funded to attend the Annual Meeting.

As per **Bylaw 6.01**, standing committees are limited to the following provincially elected committees: Program Committee, Finance Committee, Nominations Committee, Provincial Negotiations Committee, and Constitution, Bylaws and Resolutions Committee.

Approved funding shall be limited to:

Salary

- For scheduled shifts (paid Union Leaves): The Employer pays you directly and SUN reimburses your Employer for one shift per day of the event you are attending.
- If attending on a day off, SUN Provincial pays you directly for up to 8 hours per day of attendance (a TD1 on file at SUN Provincial is required).

Travel

- Kilometrage will be paid for travel in excess of 50 kms one-way at a rate determined annually by the Board of Directors in the budget.
- As per **Membership Policy 038-M-2007**, travel time will be compensated for.
- As per **Membership Policy 038-M-2007**, “travel in lieu of hotel” arrangements **must be confirmed** with the First Vice-President in advance and such reimbursement will be limited to the cost of the hotel.

Accommodations

- Committee Members are responsible to book and pay for their own accommodations; please submit your receipt with your expense claim form for reimbursement.
- Accommodations will be reimbursed based on shared accommodations. Room share partners must be identified on your expense claim form. If you do not wish to share a standard room with another SUN member, SUN will reimburse you for half of the room cost.

Meals

- Meal per diems will be issued for each day of the event (max. \$51.00/day of event). Reimbursement will not be provided for meals included with the event.
- If staying in a hotel, any in-room dining charges must be reconciled upon check out.

Other Expenses

- SUN Provincial will cover the cost of parking expenses; receipts must be attached to your expense claim to be reimbursed.

Approved Funding for SDC Chairpersons (or Alternates)

As per **Membership Policy 038-M-2007**, funding shall be available for each elected SUN District Council (SDC) Chairperson, or alternate, to attend the Annual Meeting. Alternates must be approved by the SDC Chairperson.

Approved funding shall be limited to:

Salary

- For scheduled shifts (paid Union Leaves): The Employer pays you directly and SUN reimburses your Employer for one shift per day of the event you are attending.
- If attending on a day off, SUN Provincial pays you directly for up to 8 hours per day of attendance (a TD1 on file at SUN Provincial is required).

Travel

- Kilometrage will be paid for travel in excess of 50 kms one-way at a rate determined annually by the Board of Directors in the budget.
- As per **Membership Policy 038-M-2007**, travel time will be compensated for.
- As per **Membership Policy 038-M-2007**, “travel in lieu of hotel” arrangements **must be confirmed** with the First Vice-President in advance and such reimbursement will be limited to the cost of the hotel.

Accommodations

- Members are responsible to book and pay for their own accommodations; please submit your receipt with your expense claim form for reimbursement.
- Accommodations will be reimbursed based on shared accommodations. Room share partners must be identified on your expense claim form. If you do not wish to share a standard room with another SUN member, SUN will reimburse you for half of the room cost.

Meals

- As per **Membership Policy 038-M-2007**, reimbursement will **not** be provided for meals.

Other Expenses

- SUN Provincial will cover the cost of parking expenses; receipts must be attached to your expense claim to be reimbursed.
- Participants are encouraged to approach their SDC or Local Executive for those expenses that are not covered by SUN Provincial.

the Annual Meeting.

Approved Funding for SDC Representative (or Alternates)

As per Membership Policy 038-M-2007, funding shall be available for one (1) SDC representative, or alternate, from each facility/agency to attend the Annual Meeting. Alternates must be approved by the Local Executive.

Approved funding shall be limited to:

Salary

- For scheduled shifts (paid Union Leaves): The Employer pays you directly and SUN reimburses your Employer for one shift per day of the event you are attending.
- If attending on a day off, SUN Provincial pays you directly for up to 8 hours per day of attendance (a TD1 on file at SUN Provincial is required).

Travel

- Kilometrage will be paid for travel in excess of 50 kms one-way at a rate determined annually by the Board of Directors in the budget.
- As per Membership Policy 038-M-2007, travel time will **not** be compensated for.
- As per Membership Policy 038-M-2007, “travel in lieu of hotel” arrangements **must be confirmed** with the First Vice-President in advance and such reimbursement will be limited to the cost of the hotel.

Accommodations

- Members are responsible to book and pay for their own accommodations; please submit your receipt with your expense claim form for reimbursement.
- Accommodations will be reimbursed based on shared accommodations. Room share partners must be identified on your expense claim form. If you do not wish to share a standard room with another SUN member, SUN will reimburse you for half of the room cost.

Meals

- As per Membership Policy 038-M-2007, reimbursement will **not** be provided for meals.

Other Expenses

- SUN Provincial will cover the cost of parking expenses; receipts must be attached to your expense claim to be reimbursed.
- Participants are encouraged to approach their SDC or Local Executive for those expenses that are not covered by SUN Provincial.

Locally Funded

SUN members not fitting into one of the three (3) previous categories are encouraged to speak to the Local Executive as soon as possible to request funding to attend the Annual Meeting.

District Funding

SUN members not fitting into one of the three (3) previous categories, or are unable to secure funding through their Local, are encouraged to speak to their SUN District Council representative and/or Chair as soon as possible to request funding to attend the Annual Meeting.

Youth Funding

As per Membership Policy 038-M-2007, funding shall be available for one (1) youth representative (up to age 30 at time of event) from each SUN region to attend the Annual Meeting

To be eligible for youth funding, applicable members must register as a Youth Delegate and select YES to apply for youth funding. Youth representatives must register prior to the **deadline of 1200 hours on April 7, 2015.**

If there is more than one request for funding per Region, Youth funding will be allocated by random selection.

Selected applicants will be notified **via e-mail by April 9, 2015.**

Selected applicants will receive the same funding provided to SDC Representatives (or Alternates) — see green column.

LOCAL LISTING

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


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

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

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

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

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



Registration forms
and payment
must be received
in the Regina SUN office
by April 14, 2015,
to ensure you
receive your
Meeting Package
at the Annual
Meeting.

On-line Registration

Registration for the 2015 Annual Meeting is quick and easy! Two ways to register; two ways to pay!

Registration for this year's Annual Meeting can be completed by the traditional paper form found in this issue of SUNSpots, or by visiting the link provided below. On-line registration also provides SUN members with the option to pay for registration fees using their PayPal account or by sending a cheque payable to SUN.

Through a PayPal account registrants can pay using their credit or debit cards in just a few simple steps.

Register on-line at
www.eply.com/2015AnnualMeeting

SUN 2015 ANNUAL MEETING REGISTRATION FORM

PLEASE TAKE NOTE: Registration forms and payment must be received in the Regina SUN office by **April 14, 2015**, to ensure you receive your Meeting Package at the Annual Meeting. A limited number of packages will be available for late registrants on a first come, first served basis. All members, including Board and Provincial Committee members, are responsible for meeting registration fees. Board and Provincial Committee members do not pay for the banquet, but you still must register.

Please PRINT CLEARLY using black ink.

Member Information

Name: _____

Designation: RN RPN RN(NP)

Mailing Address: _____

City/Town: _____

Postal Code: _____

Telephone: _____

E-mail: _____

Local #: _____

Facility/Agency Name: _____

Is this your first time attending the Annual Meeting?

YES NO

Will you be attending the First Time Delegate Orientation?

YES NO

Are you a youth delegate (30 years or younger)?

YES NO

Are you applying for Youth Funding (see page 21)?

YES NO

Do you require a hearing device for the meeting?

YES NO

Do you have any food allergies?

YES NO

Please indicate type and severity: _____

Funding Options (see page 20)

Check one:

SUN Board or Provincial Committee member

Committee: _____

Provincially funded SDC Chairperson (or alternate)

SDC: _____

Provincially funded SDC Rep (or alternate)

Facility/Agency: _____

Locally funded Local Representative

Local # or Facility: _____

Registration Information

2015 Annual Meeting Education Day, April 21, 2015:

YES, I will be attending the Education Day

Equity Caucuses, April 23, 2015, Lunch Hour:

I recognize that by registering to attend the 2015 Equity Caucuses, I am self-identifying as a member of an equity seeking group. I wish to attend the Equity Caucus for:

Aboriginal Members

Internationally Educated Nurses

Members with Disabilities

Lesbian, Gay, Bi-sexual and Transgender Members and Allies

Meeting Registration and Banquet Fees for April 22-23, 2015

Please select the appropriate fee:

Board/Committee Members UP TO April 7, 2015:

\$45.00 – Meeting registration and banquet (banquet is free)

\$45.00 – Meeting registration only

Board/Committee Members AFTER April 14, 2015:

\$55.00 – Meeting registration and banquet (banquet is free)

\$55.00 – Meeting registration only

Members UP TO April 7, 2015:

\$45.00 – Meeting registration only

\$70.00 – Meeting registration and banquet

Members AFTER April 14, 2015:

\$55.00 – Meeting registration only

\$80.00 – Meeting registration and banquet

Banquet Transportation

FREE bus transportation has been arranged for travel to and from the Annual Meeting Banquet from the **Delta Bessborough only**.

YES I will use the FREE bus service available to and from the banquet.

Total Payment

Meeting registration and banquet \$ _____

Payment **MUST** accompany registration form, which can be mailed or delivered in person to the Regina SUN office. Cheques are payable to SUN.

Mail to: Regina SUN Office
2330 2nd Avenue, Regina, SK S4R 1A6

IMPORTANT: By registering to attend the 2015 SUN Annual Meeting, you agree to the following: "While participating in all events related to the Annual Meeting, I am granting SUN permission to use any photos/video taken that include my image in all SUN publications, both print and electronic, including the SUN website. I am also giving SUN permission to give this image to a reputable third party (e.g. CFNU, SFL), when required, for both print and electronic publications. I fully acknowledge that my photo/video services have been donated, and I hereby waive any fees or payments."

All events, with the exception of the Welcome Social, during the 2015 Annual Meeting will take place at TCU Place in Saskatoon.

Registration Information

Registration form and payment must be received in the Regina SUN office by **April 14, 2015**, to ensure you receive your Meeting Package at the Annual Meeting.

Check In Times for Education Day at TCU Place

Tuesday, April 21 Lower Level 0745 – 0830 hours

Welcome Social at Delta Bessborough

Hosted by the Board of Directors

All SUN members welcome

Cash bar

Tuesday, April 21 Adam Ballroom 1900 – 2200 hours

Registration Times for Annual Meeting at TCU Place

NOTE: You must present your current SUN membership card when you register.

Tuesday, April 21 Lower Level 1645 – 1730 hours

Wednesday, April 22 Lower Level 0730 – 0900 hours

Thursday, April 23 Lower Level 0830 – 0900 hours

First Time Delegate Orientation at TCU Place

Wednesday, April 22 Gallery Suite I 0815 – 0845 hours

“FAB & GLAM” Banquet at TCU Place

Wednesday, April 22 Grand Salon (upper level)
Cocktails (cash bar) 1800 hours
Dinner 1830 hours

Buses will be arranged to and from the banquet from the Delta Bessborough Hotel. If bus transportation is required, please indicate on the registration form.

NOTE: Banquet tickets will be collected at the door and entered for a draw. (Be sure to write your name on the back of the ticket.)

Hotel Accommodations

Members are responsible for booking their own accommodations. SUN has reserved blocks at the following hotels (taxes not included):

- Delta Bessborough (unionized)
601 Spadina Crescent East Tel: 306.244.5521
Block: 30 Queen rooms Rate: \$169
- Hilton Garden Inn (non-unionized)
90 22nd Street East Tel: 306.244.2311
Block: 15 rooms two Queen beds Rate: \$159
10 rooms King bed Rate: \$169
- Holiday Inn Downtown (non-unionized)
101 Pacific Avenue Tel: 306.986.5000
Block: 30 rooms with king bed and sleeper sofa Rate: \$185
Booking Code: SNM

General Information

Meals

- Breakfasts are not supplied
- Lunch will be provided on each day of the Annual Meeting, including the Education Day
- Coffee, tea and water will be available at all times during the Annual Meeting
- Other beverages such as juice and soft drinks, along with some snacks, will be available during the breaks

What to Bring

- SUNSpots Annual Meeting Issue — this is your workbook for the meeting
- Unused toiletries from your hotel for donation bins
- Other — Coffee mug, water bottle and snacks

SUN Shoppe

Hours of Operations:

April 22 0900 – 1600 hours

April 23 0800 – 1300 hours

The SUN Shoppe is excited to announce we will be trialing a new electronic payment option for members during this year's Annual Meeting.

The new electronic payment system will allow members to use credit cards to purchase their items and will only be available for the purchase of SUN Shoppe items.

Given the high volume of sales we process at the SUN Shoppe and out of respect for your time and the Annual Meeting Agenda, members are encouraged to bring alternative payment options (cash or cheque) to pay for their items.

This new system functions using a WiFi connection to process the payments; WiFi from time to time can be slow and/or unstable and may slow down the transaction processing time. In the event this happens, members may be asked to use a different payment method. SUN Staff will take precautionary measures to avoid slowing down the process.

We would like to thank you in advance for your patience and understanding as we trial new ways to improve our services to you.

Happy Shopping!

Saskatoon



DON'T FORGET Your SUN Membership Card!

Return Undeliverable Canadian Addresses to:

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

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