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Healthy Members, Healthy Union, Healthy Communities

Memorandum

TO: SUN Local Presidents
SUN District Council Chairpersons
SUN Committee Members
SUN Board of Directors

FROM: Janelle Ruhr, Office Assistant

DATE: February 1, 2019

SUBJECT: GENERAL MAIL OUT



1. Memo from SUN Board of Directors re: Notice of Annual Meeting
2. Memo from CB&R Committee re: Amendments and Resolutions Package
3. Memo from SUN Nominations Committee re: Ticket of Nominations
4. Memo from CB&R Committee re: Discussion Paper to the 2019 Annual Meeting
5. Request for Donations from Annual Meeting Planning Committee



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Healthy Members, Healthy Union, Healthy Communities

Memorandum

TO: SUN Local Presidents
SUN District Council Chairpersons
SUN Committees

FROM: SUN Board of Directors

DATE: February 1, 2019

SUBJECT: Notice of Annual Meeting

The SUN Annual Meeting will be held on April 10 and 11 in Saskatoon at Prairieland Park.

Attached is the tentative agenda for this meeting.



Agenda – 45th SUN Annual Meeting

April 10-11, 2019 – Prairieland Park, Saskatoon

AGENDA NOTES:

- Membership Policy 012-M-2007 – Business and banquet rooms at all SUN functions/meetings shall be maintained as smoke free and fragrance free environments.
- Bylaw 3.02 – A tentative agenda for the Annual Meeting will be printed in the Annual Meeting issue of SUNSpots. A final agenda, if different than the tentative agenda, shall be available at the Annual Meeting prior to the vote on adoption of the agenda.
- Urgent Resolutions can be submitted until 1200 hours (noon), April 10, 2019.

Wednesday, April 10, 2019 – Business Day

- 0730 – 0900 Annual Meeting Registration
0815 – 0845 Constitution, Bylaws and Resolutions Committee - New Delegate Orientation
- 0900 Call to Order
O Canada Video
Greetings from Host City
Announcements
Appointment of Credentials Committee and Scrutineers
Introductions: Board of Directors, Planning Committee, Guests, Parliamentarian
- Credentials Committee Report
Approval of Agenda
Approval of Minutes
Disposition of 2018 Resolutions
- President's Address
- First Vice President's Report
Auditor's Report
- Nominations Committee – Elections Announcement
- Candle lighting in recognition of members who have lost their lives over the past year
- 1000 Refreshment Break
- 1030 Lifetime Membership Presentations
Leadership Award Presentations
- Committee Reports:
Constitution, Bylaws and Resolutions Committee
Program Committee
Nominations Committee
- Membership Survey Report
Directors Report
Negotiations Committee Report
- 1200 Lunch (provided)

- 1300 Keynote Speaker: *Linda Silas, President of CFNU*
Constitution, Bylaws and Resolutions – CB&R Committee
- 1430 Refreshment Break
- 1500 Constitution, Bylaws and Resolutions – CB&R Committee
Nominations Committee – Deadline for Nominations Forms
- 1600 Adjournment

Thursday, April 11, 2019 – Business Day

- 0830 – 0900 Annual Meeting Registration
- 0900 Call to Order
Announcements

Lori Johb, SFL President

Credentials Committee Report

TBA
- 1015 Refreshment Break
- 1030 Constitution, Bylaw and Resolutions – CB&R Committee
- 1130 Nominations Committee – Elections
- 1200 Lunch (provided)
- 1300 Discussion Paper Presentation
- 1400 Refreshment Break
- 1415 New Business

Unfinished Business

Announcement of 2020 Annual Meeting Date and Location

Election results – Nominations Committee
Introduction of Board of Directors – Nominations Committee

President's Address

Adjournment



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Healthy Members, Healthy Union, Healthy Communities

Memorandum

TO: All SUN Local Presidents
All SUN District Council Chairpersons
All SUN Committee Members
SUN Board of Directors

FROM: Constitution, Bylaws & Resolutions Committee

DATE: February 1, 2019

SUBJECT: AMENDMENTS AND RESOLUTIONS PACKAGE

Enclosed is your copy of the proposed amendments and resolutions to be voted on at the 2019 Annual Meeting. You will find spaces between the amendments so that you can make changes or take notes at the meeting.

Please ensure you bring this copy with you to the meeting, as well as your copies of the Constitution, Bylaws and Policies. Also bring your copy of the Annual Meeting issue of SUNSpots.

Resolutions Report to 2019 Annual Meeting

1. Constitution Amendment – That Article 3.02 be amended by deleting “Honorary and”.

If amended:

- 3.02 SUN memberships will also include ~~Honorary~~ and Life members as identified in the Bylaws and Membership Policy Manual.

SUN Board of Directors

2. Bylaw Amendment – That Bylaw 2.07 be deleted and add as new:

~~2.07 Any person who is eligible to be an Honourary Member of the Union, has applied for such membership and who pays such dues and assessments as may from time to time be required, shall be accepted as an honorary member in good standing of the Union. All honorary members in good standing shall have the right to attend meetings of the Union with voice but no voting privileges.~~

If amended:

2.07 Any person who is appointed as a Life Member of the Union shall be free of any dues or fees, may attend union meetings and have 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

3. Bylaw Amendment – That Bylaw 5.05.3 vi) be amended by deleting “and cheques”.

If amended:

- 5.05.3 vi) Act as a signatory on documents ~~and cheques~~ as required in the conduct of Union Business.

SUN Board of Directors

4. Bylaw Amendment – That Bylaw 6.01 C) ii) be moved to Bylaw 6.01 B) iii).

- 6.01 C) ii) Unless a committee member can show valid reason, failure to attend three consecutive committee meetings shall be deemed to be a resignation.

If amended:

- 6.01 B) Terms of Office for All Committees

- i) 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.
- ii) The members of standing committees shall hold office for a two (2) year term, except as provided otherwise in the Constitution and Bylaws.
- iii) **Unless a committee member can show valid reason, failure to attend three consecutive committee meetings shall be deemed to be a resignation.**

SUN Board of Directors

5. Bylaw Amendment – That Bylaw 6.09 be amended by deleting “mailed”.

If amended:

- 6.09 The SUN/SAHO Negotiations Committee shall be elected by ~~mailed~~ ballot as per the Bylaws at the latest Annual Meeting that is approximately one (1) year prior to the expiration of the collective agreement.

SUN Board of Directors

6. Bylaw Amendment – To amend by adding as new Bylaw 2.06 and renumber:

- 2.06 Any member who is a member of the Board of Directors or a member of a standing committee of the Union as set out in Bylaw 6.01 A) cannot hold an elected position with their regulatory body.**

SUN Board of Directors

7. Bylaw Amendment – That Bylaw 5.05.2 xii) be amended by adding Policy Committee and Governance Committee.

If amended:

- 5.05.2 xii) Be the Chairperson of the Finance Committee, **Governance Committee, and Policy Committee.**

SUN Board of Directors

8. Bylaw Amendment – That Bylaw 5.05.2 vii) be changed from “Executive Assistant” to “recorder”.

If amended:

- 5.05.2 vii) Shall be responsible for recording minutes in the absence of the ~~Executive Assistant~~ **recorder**, or designate.

SUN Board of Directors

9. Bylaw Amendment – To amend Bylaw 2.02 by adding as new:

2.02 Any person who is eligible to be a member of the Union who has applied for membership and who pays such dues and assessments as may from time to time be required, shall be accepted as a member in good standing of the Union. All members in good standing shall have equal rights and equal responsibilities.

Membership in a Local is determined **by a position’s “home base” facility/agency**, as per Bylaw 3 of the Local Bylaws Prototype.

Where employer-initiated operational or organizational changes create uncertainty regarding Local membership, the Board shall determine the Local membership of the affected positions, in consultation with the relevant Locals. Where employer-initiated changes require the creation of a new Local, the Board shall issue a charter as per Bylaw 1.03.

SUN Board of Directors

10. Policy Resolution – That Board Policy 008-B-2007 (Board Appointed Representatives) be amended to change SFL Committee name from Aboriginal to Indigenous, and to include Workers of Colour.

SUN Board of Directors

11. Bylaw Amendment – That Bylaw 5.08 be moved to Bylaw 5.01 x).

If amended:

5.01 The Board shall:

- x) Any director who shall for any reason cease to hold office, shall forthwith turn over to the Board all documents, records, books, furniture, funds, chattels, assets and other property of the Union then in her possession.

SUN Board of Directors

12. Bylaw Amendment – To amend by deleting Bylaw 7 and add as NEW:

BYLAW 7 – DISCIPLINE

Discipline encompasses every member of the union who is in breach of their duties, including general members, Board of Directors members and Committee members.

7.01 Every member, before being disciplined by the Union is entitled to a fair hearing including:

- a) prompt notification in writing of the complaint made against her;
- b) an opportunity to be heard in her defense;
- c) an accused member shall at all times during the proceedings be allowed to have a member in good standing of their choice present to act as an advocate on her behalf.

Only after such procedure has been followed can any penalty be imposed.

7.02 The Union shall impose discipline for conduct detrimental to the advancement of the objectives of the Union, breach of duty, or reflecting discredit upon the Union.

A member commits a breach of duty where they violate any provision of the Constitution and Bylaws or knowingly violates established Union policy or commits an act which jeopardizes or is detrimental to the welfare of the Union, a Local or a District Council. A breach of duty includes but is not limited to:

- i. Without receiving proper authority to do so, furnishing a complete or partial list of the membership of the Union to any person or persons other than those whose official position entitles them to have such list.
- ii. Obtaining membership through fraudulent means or by misrepresentation either on the part of the member or others interested.
- iii. Revealing information about the affairs of the Union to a person or persons not entitled to such knowledge in a manner detrimental to the welfare or best interests of the Union.
- iv. Willfully circulating false or defamatory statements or reports concerning members of the Union or the activities thereof.
- v. Urging that any member institute any action relating to the Union or any locals/facilities/agencies in a court of law against the Union or any locals/facilities/agencies without first exhausting all remedies available under the Constitution or Bylaws.
- vi. Advocating or attempting to bring about the withdrawal from the Union of any locals/facilities/agencies or members or groups of members.
- vii. Bringing false charges under this bylaw without reasonable grounds for believing such charges to be true.
- viii. Failure to support legally constituted strike action, crossing a picket line of the Union, or of any union or organization of workers supported by the Union when under no legal duty to do so.
- ix. Committing a fraud in a Union election or otherwise interfering with or attempting to interfere with the rights of a member provided for in the Constitution and Bylaws.
- x. Working in the interests of any organization competing with the Union in a manner which is detrimental to the Union.
- xi. Unlawfully receiving, removing, retaining, destroying, erasing, mutilating, or misappropriating any property including funds belonging to the Union or in the possession of the Union.
- xii. Obstructing the orderly process of a meeting of the Union including the Board of Directors or any committee meeting or failing to keep order when directed to do so by the Chairperson of any such meeting.
- xiii. Attempting by the use of harassment, coercion or intimidation of any kind including threats of legal action to cause a member to refrain from carrying out her obligations or exercising her rights under the Constitution and Bylaws.
- xiv. Using without authority the name of the Union for soliciting funds or advertising.
- xv. Wrongfully interfering with any member, officer, or any other authorized representative of the Union in the discharge of her duties under the Constitution and Bylaws.

7.03 Complaints

Any member may make a complaint against another member for a breach of duty under the Constitution and Bylaws.

A complaint must be sent in writing by the complainant to the Executive Director of the Union within sixty (60) days after the violation has been discovered. The complaint must clearly state the reason(s) for the complaint being lodged.

The Executive Director shall serve the accused with a copy of the complaint promptly and in all cases within fourteen (14) days of receipt of the complaint by Registered Mail to the address shown in the SUN database.

7.04 Conflicts

The Complainant, the Accused, and anyone who is in conflict shall not participate in the proceedings of the Complaints Investigation Committee or the Discipline Committee.

The accused and the complainant may challenge for reasonable cause the participation of any member who is in conflict of the Complaints Investigation Committee or the Discipline Committee.

To the extent possible, no member employed in the same region of the complainant or the accused shall be appointed to the Complaints Investigation Committee or to the Discipline Committee.

7.05 Complaints Investigation Committee

The Complaints Investigation Committee shall be comprised of the First Vice President and two (2) general members appointed by the Board of Directors.

All complaints filed pursuant to Bylaw 7.02 shall be referred to the Complaints Investigation Committee for disposition. Disposition may be as follows:

Dismissal

The Complaints Investigation Committee shall investigate the complaint and shall dismiss the complaint if it is deemed to be without merit. The Complaints Investigation Committee will notify the Executive Director of its decision.

Mediated Settlement

The Complaints Investigation Committee shall have the power and discretion to convene a settlement conference and to mediate a settlement between the parties, or if necessary, request that a mediator who is not a member of the Union be appointed to mediate a settlement. The Complaints Investigation Committee will notify the Executive Director of its decision.

Referral to Discipline Committee

The Complaints Investigation Committee shall have the power and the discretion to refer the complaint to the Discipline Committee. This decision shall be final and binding.

In the course of its duties under this bylaw the Complaints Investigation Committee may require the attendance of the complainant, the accused and any other persons who may have information relevant to the investigation of the complaint at meetings convened by the Complaints Investigation Committee.

In all cases, the Complaints Investigation Committee shall where possible conclude the proceedings with respect to the complaint within ninety (90) days of receiving the complaint and notify the Executive Director of the outcome of the complaint.

The Executive Director shall notify the accused of the decision of the Complaints Investigation Committee by Registered Mail within fourteen (14) days to the address shown in the SUN database.

All decisions of the Complaints Investigation Committee shall remain on file excluding the identity of the complainant and the accused.

7.06 Discipline Committee

The Discipline Committee shall be comprised of the Second Vice President and two (2) general members appointed by the Board of Directors.

The Discipline Committee shall hear the charges and evidence and shall determine the guilt or innocence of the accused member in respect to the charges and penalty, if any.

The hearing shall be convened, if possible, within sixty (60) days of the referral of the complaint to the Discipline Committee. The Executive Director shall provide the following information by Registered Mail to the accused and the complainant within thirty (30) days prior to the hearing:

- The time, date, location of the hearing.
- The alleged breach of duty and details of the alleged breach.
- Names of the three members serving on the Discipline Committee.

The accused may challenge for reasonable cause the appointment of the general members to the Discipline Committee. The accused shall submit any challenges to the President within three (3) days of receiving notice of the appointment of the general members to the Discipline Committee. If the President considers the challenge valid, the President will disqualify the person challenged and select another general member to sit on the Discipline Committee.

If the President is unavailable or has an interest in the hearing which raises a reasonable apprehension of bias, the Board of Directors shall designate a Regional Representative or a Base Hospital Representative to carry out the functions of the President. In the event that a member of the Discipline Committee is participating in a hearing at the time their term expires, the member will retain jurisdiction until the proceedings are completed.

7.07 Consolidation of Charge

The Discipline Committee may direct that any number of charges be heard.

If the Discipline Committee has been directed to hear more than one charge, it shall decide which if any, of the charges shall be heard at the same time.

7.08 Hearing of the Merits

The Discipline Committee shall determine its procedures which shall ensure a fair hearing and not be inconsistent with the Constitution and Bylaws. The following provisions will be considered as part of the procedure:

- The onus of proof is on the complainant.
- Both the accused and the complainant have the right to call and examine witnesses, cross-examine witnesses called by a party opposite in interest, and make submissions at the hearing. Witnesses may be called in one at a time to make statement.
- Both the accused and the complainant have the right to be represented by a member as counsel.
- Neither the accused nor the complainant shall be represented at the hearing by legal counsel.
- The Discipline Committee may retain a lawyer or other advisor to assist in the conduct of its proceedings.
- If the accused or the complainant fails to appear at any stage of the hearing in person or through a representative without reasonable

excuse, the Discipline Committee may proceed with the hearing and make a decision in her absence or it may adjourn the hearing.

- Following the completion of the evidence and submissions at the hearing, the Discipline Committee shall decide whether the accused is guilty or not guilty of the charge.
- The decision of the majority is the decision of the Discipline Committee.

7.09 Penalty

If the Discipline Committee decides that the accused is guilty, the Discipline Committee may, after giving the accused and the complainant an opportunity to make submission regarding penalty, impose a penalty which is in keeping with the nature and circumstance of the accused's breach of duty under the Constitution and Bylaws.

The Discipline Committee may impose:

- A reprimand; a fine; terms on continued membership or return to membership; suspension or termination of membership or any other penalty it considers appropriate in the circumstances.
- Any fine which a member owes to the Union is a debt due, owing and payable to the Union by the member within the time specified by the Union and is recoverable by a court action.

7.10 Decision

The Discipline Committee shall make its decision and give the accused and the complainant notice of its decision by Registered Mail within thirty (30) days of the completion of the hearing.

The Discipline Committee shall provide written reasons for the decision by Registered Mail to the accused and the complainant within thirty (30) days following notice of the decision of the Discipline Committee.

7.11 Power to Suspend

Notwithstanding the provisions of this bylaw, the Discipline Committee may, pending disposition of the charge, suspend from membership any accused member and suspend from office any accused officer or permit the continuation of membership or office on terms.

If a suspension or terms of continuance in membership or office are imposed by the Discipline Committee pursuant to this section of the hearing, the Discipline Committee shall make its decision within sixty (60) days from the time the accused was suspended or from the time terms were imposed unless the accused agrees to a longer period.

7.12 Hearing Record

The Discipline Committee shall keep a record including all written submissions made to the Discipline Committee as well as any rulings it makes in the course of the hearing.

The Union shall retain the records for a period of two (2) years after which the records shall be destroyed.

7.13 Appeals

The President and three (3) Regional or Base Hospital representatives will constitute the Appeals Committee.

The accused or the complainant may appeal the decision of the Discipline Committee on the merits of the charge or on the penalty imposed to the Appeals Committee.

The appeal must be in writing, state fully the reasons for the appeal, and be delivered to the Executive Director within thirty (30) days following notice of the decision of the Discipline Committee.

The Appeals Committee shall hear the appeal within sixty (60) days of receipt of the appeal.

The Appeals Committee shall review the decision of the Discipline Committee, the reasons if they have been written, and the appeal of the appealing member.

Unless the Appeals Committee determines otherwise, evidence shall not be called and the hearing shall be based on submission of the accused and the complainant.

The Appeals Committee may grant adjournments to the appeal before commencement or during the appeal upon conditions it considers appropriate.

The Appeals Committee may dismiss the appeal or allow the appeal.

The accused and the complainant may address the Appeals Committee as to the appropriate penalty before it is imposed.

The Appeals Committee may set aside any penalty imposed by the Discipline Committee; and if the result of the appeal is a decision that the accused is guilty, impose a penalty that is in keeping with the nature and circumstance of the accused's breach of duty under the Constitution and Bylaws.

The Union, its Officers and its Members are not liable for any damages suffered by a member as a result of a penalty imposed on the member by the Discipline Committee and later set aside on appeal to the Appeals Committee or to any other court or tribunal.

7.14 Costs of Disciplinary Proceedings

The Union shall pay all reasonable and necessary costs of disciplinary proceedings, including the reasonable and necessary expenses incurred by the parties to the proceedings, excluding counsel fees.

7.15 Extension of Time Limits

Despite as identified in Bylaw 7, the Executive Director may extend the time limits in this bylaw, where to comply with the specified time limits is impractical or where the accused and the complainant agree to extend the time limits.

7.16 Notification of Discipline

Any disciplinary action that results in a penalty shall be communicated on the SUN website.

SUN Board of Directors

13. Business Resolution – Be is resolved that an algorithm be created to provide clarity of the process in Bylaw 7 and that it be added as Appendix D in the Bylaws.
SUN Board of Directors

14. Bylaw Amendment – That Local Bylaws Prototype Bylaw 7 – Discipline be deleted.

BYLAW 7 – DISCIPLINE

~~7.01 — Any member against whom a complaint has been made or against whom any disciplinary or adverse action has been taken shall be obliged to exhaust all remedies provided for in the Local Bylaws, and in the Constitution and Bylaws of the Union, before resorting to any other court or tribunal.~~

~~7.02 — Before any member of the Local may be disciplined, written charges shall be filed with the Secretary of the Local who shall thereupon promptly transmit a copy to the accused at her last known address by registered mail, together with written notice of the time and place of hearing thereon, which shall be held not less than five (5) days after the date of the notice.~~

~~7.03 — After a hearing conducted by the Executive, a member who shall be found guilty of conduct detrimental to the advancement of the purposes of or reflecting discredit upon the Saskatchewan Union of Nurses or the Local, shall be subject to reprimand, fine, loss of good standing and/or expulsion from the Local.~~

~~7.04 — The rules governing the hearing by the Executive shall be as follows:~~

~~———— i) — The member shall be entitled to be assisted at the hearing by any other member of the Local in good standing, except by a member of the Executive.~~

~~———— ii) — The Executive shall appoint a member of the Local in good standing, except a member of the Executive, who shall present the facts of the complaint fairly and in an impartial manner through witnesses. The member against whom the case is presented shall then have the right to answer the case presented and may call witnesses.~~

~~———— iii) — The Executive may receive and accept the statements of witnesses, whether or not such statements would be admissible in any court. All witnesses called shall be subject to cross-examination on any statements made.~~

~~———— iv) — A quorum of the Executive for the conduct of such hearing shall not be less than two-thirds ($\frac{2}{3}$) of the members of the Executive.~~

~~———— v) — A majority of the members of the Executive present at the hearing shall determine whether or not the member charged is guilty, and impose any penalty prescribed in bylaw 7.03.~~

~~———— vi) — In respect of all other matters of procedure not specifically hereinbefore set forth, the Executive shall determine its own procedure.~~

~~7.05 — In the event the Executive shall convict the member of any charges, the member shall have the right to appeal to the membership of the Local at its next meeting, provided that the member serves notice to the secretary, in writing of her~~

intention to appeal, not more than thirty (30) days following the decision from which the appeal is taken.

~~7.06 — Where a member of a Local has been convicted by the Executive of any charge and such conviction has been upheld by the membership of the Local, such member shall have the right to appeal to the Board of Directors of the Saskatchewan Union of Nurses and shall have a further right of appeal to the next Annual Meeting of the Saskatchewan Union of Nurses.~~

SUN Board of Directors

15. Bylaw Amendment – That SDC Bylaws Prototype Bylaw 8 – Discipline be deleted.

~~BYLAW 8 – DISCIPLINE~~

~~8.01 — Any member against whom a complaint has been made or against whom any disciplinary or adverse action has been taken shall be obliged to exhaust all remedies provided for in the Local bylaws, and in the Constitution and Bylaws of the Union, before resorting to any other court or tribunal.~~

~~8.02 — Before any member of the SUN District Council may be disciplined, written charges shall be filed with the Secretary of the SUN District Council who shall thereupon promptly transmit a copy to the accused at her last known address by registered mail, together with written notice of the time and place of hearing thereon, which shall be held not less than five (5) days after the date of the notice.~~

~~8.03 — After a hearing conducted by the SUN District Council Executive, a member who shall be found guilty of conduct detrimental to the advancement of the purposes of or reflecting discredit upon the Saskatchewan Union of Nurses or the SUN District Council, shall be subject to reprimand, fine, loss of good standing and/or expulsion from the Local.~~

~~8.04 — The rules governing the hearing by the Executive shall be as follows:~~

~~———— i) — The member shall be entitled to be assisted at the hearing by any other member of the SUN District Council in good standing, except by a member of the Executive.~~

~~———— ii) — The Executive shall appoint a member of the SUN District Council in good standing, except a member of the Executive, who shall present the facts of the complaint fairly and in an impartial manner through witnesses. The member against whom the case is presented shall then have the right to answer the case presented and may call witnesses.~~

~~———— iii) — The Executive may receive and accept the statements of witnesses, whether or not such statements would be admissible in any court. All witnesses called shall be subject to cross-examination on any statements made.~~

~~———— iv) — A quorum of the Executive for the conduct of such hearing shall not be less than two-thirds ($\frac{2}{3}$) of the members of the Executive.~~

~~_____ v) A majority of the members of the Executive present at the hearing shall determine whether or not the member charged is guilty, and impose any penalty prescribed in Bylaw 8.03.~~

~~_____ vi) In respect of all other matters of procedure not specifically hereinbefore set forth, the Executive shall determine its own procedure.~~

~~8.05 — In the event the Executive shall convict the member of any charges, the member shall have the right to appeal to the membership of the SUN District Council at its next meeting, provided that the member serves notice to the secretary, in writing of her intention to appeal, not more than thirty (30) days following the decision from which the appeal is taken.~~

~~8.06 — Where a member of a SUN District Council has been convicted by the Executive of any charge and such conviction has been upheld by the membership of the SUN District Council, such member shall have the right to appeal to the Board of Directors of the Saskatchewan Union of Nurses and shall have a further right of appeal to the next Annual Meeting of the Saskatchewan Union of Nurses.~~

~~8.07 — Notwithstanding anything otherwise in the Constitution and Bylaws set forth, any member of the SUN District Council may be removed from office by a ^{2/3} vote of the members present at a general meeting of the SUN District Council in the event that a member has been found to have acted in a manner that is inconsistent with the duties and obligations of the office, and/or has been found to have failed to uphold and follow the Constitution, Bylaws and Policies of the Union and/or has become incapable of carrying out her duties as a member. The notice of the meeting shall state that such meeting shall consider the removal of the person or persons for whom removal is being sought. In the event of such removal of a SUN District Council member, the SUN District Council shall request the Local of which that member belongs to appoint another representative to the SUN District Council. If that member held an executive position on the SUN District Council, the SUN District Council shall determine how that position is to be filled.~~

SUN Board of Directors

16. Bylaw Amendment – That current Bylaw 7.15 be moved to Bylaw 2.11 and that current Bylaw 2.11 follow:

If amended:

2.11 In any situation in which there is reason to believe that a Local has adopted or undertaken policies or activities contrary to the objectives and policies of the Union, the Board shall conduct an

investigation into the affairs of the Local and the Board may upon a two-third ($2/3$) vote:

- i) **Suspend the Charter of the Local on such terms and conditions as the Board may see fit. Suspension of such Charters means all members of said Local shall lose their good standing until the terms and conditions as set by the Board have been met; or**
- ii) **Appoint a trustee or trustees for the Local, and**
- iii) **Require the Local to amend and rectify any policies or activities contrary to the principles and policies of the Union. This request will be given in writing to the Local stating a period of time allowed to rectify the situation.**

Where the Board makes any of the orders provided **above** 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 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.

SUN Board of Directors

17. Bylaw Amendment – That current Bylaw 7.20 be moved to Bylaw 2.16 and that current Bylaw 2.16 follow:

If amended:

2.16 **In any situation in which there is reason to believe that a SUN District Council has adopted or undertaken policies or activities contrary to the objectives and policies of the Union, the Board shall conduct an investigation into the affairs of the SUN District Council and the Board may, upon two-thirds ($2/3$) vote:**

- i) **Suspend the SUN District Council on such terms and conditions as the Board may see fit. Suspension of the SUN District Council means all members of said SUN District Council shall**

lose their good standing until the terms and conditions as set by the Board have been met; or

- ii) Appoint a trustee or trustees for the SUN District Council; and,
- iii) Require the SUN District Council to amend and rectify any policies or activities contrary to the principles and policies of the Union. This request will be given in writing to the SUN District Council stating a period of time allowed to rectify the situation.

Where the Board makes any of the orders provided **above** for in 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.

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.

SUN Board of Directors

18. Bylaw Amendment – That Bylaw 6.01 C) i) be deleted and add as new.

~~6.01 C) Removal and Replacement of Committee Members~~

- ~~i) Notwithstanding anything otherwise set forth in the Constitution and Bylaws, any committee member of the Union may be removed from office by a two-thirds ($\frac{2}{3}$) vote of the members present at a general meeting of the Union in the event that the committee member has been found to have acted in a manner that is inconsistent with the duties and obligations of the office, and/or has been found to have failed to uphold and follow the Constitution, Bylaws and Policies of the Union, and/or has become incapable of carrying out her duties as a committee member. The notice of the meeting shall state that such meeting shall consider the removal of the person or persons for whom removal is being sought. In the event of such removal of a committee member, the Nominations Committee shall immediately proceed in accordance with Bylaw 4.01.~~

If amended:

- 6.01 C) Any member subject to discipline by the Discipline Committee under Bylaw 7.0 shall be removed from any standing committee of the Union.**

SUN Board of Directors

19. Bylaw Amendment – That Bylaw 5.07 be deleted and add as new.

~~—————~~ Removal and Replacement of Directors

- ~~5.07 — Notwithstanding anything otherwise in the Constitution and Bylaws set forth, any Director of the Union may be removed from office by a two-thirds ($\frac{2}{3}$) vote at a general meeting of the Union in the event that the Director has been found to have acted in a manner that is inconsistent with the duties and obligations of the office, and/or has been found to have failed to uphold and follow the Constitution, Bylaws and Policies of the Union; and/or has become incapable of carrying out her duties as Director. The notice of the meeting shall state that such meeting shall consider the removal of the person or persons for whom removal is being sought. In the event of such removal of a Director, the Nominations Committee shall immediately proceed in accordance with Bylaw 4.01.~~

If amended:

Removal and Replacement of Elected Representatives

- 5.07 Any member subject to discipline by the Discipline Committee under Bylaw 7.0 shall be removed from any Local/SUN District Council or Provincially elected position.**

SUN Board of Directors

20. Policy Resolution – That Membership Policy 005-M-2007 (Discipline Appeals) be amended to reflect changes to Bylaw 7.

SUN Board of Directors

21. Policy Resolution – That Membership Policy 019-M-2007 (Provincial Membership Dues) be amended to include language to identify that union dues will be deducted from all paid hours.

SUN Board of Directors

22. Policy Resolution – That Membership Policy 024-M-2007 (Greylisting) be deleted.

SUN Board of Directors

23. Policy Resolution – That Membership Policy 027-M-2007 (Office Personnel) be amended to reflect the Executive Director as the point of contact for determining duties of staff.

SUN Board of Directors

24. Policy Resolution – That Membership Policy 028-M-2007 (Administrative Supplies for Locals) be amended to delete reference to discounted office supplies and rename to reflect local laptop grants.

SUN Board of Directors

25. Policy Resolution – That Membership Policy 029-M-2007 (Life Memberships and Allied Personnel) be amended to include funding for members who are nominated for lifetime membership in the year they are nominated, funding to include travel, accommodations, parking and meals.

SUN Board of Directors

26. Policy Resolution – That Membership Policy 030-M-2007 (Social Support) be amended to reflect provincial community support donation and process for application of the program.

SUN Board of Directors

27. Policy Resolution – That Membership Policy 031-M-2007 (President, First Vice-President Accommodation and Relocation) be amended to reflect current increased costs associated with moving.

SUN Board of Directors

28. Policy Resolution – That Membership Policy 038-M-2007 (Expense Reimbursements) be amended to remove the provision Meetings to Implement Agreements.

SUN Board of Directors

29. Policy Resolution – That new membership policy be created to identify parameters for local and SDC workshops and educationals.

SUN Board of Directors

30. Policy Resolution – That Membership Policy 023-M-2007 be amended to reflect electronic voting.

Nominations Committee

31. Bylaw Amendment – That Bylaw 4.09 be amended to change the time to be until 1200 hours.

If amended:

4.09 Nominations shall be accepted by the Nominations Committee until ~~1630 hours~~ **1200 hours** of the third Tuesday in January. Faxed copies of Nominations Forms and Position Statements are to be followed with the original by mail to the SUN Regina office. Nominees should contact the SUN Regina office to ensure the Nomination Form and the Position Statement have been received.

Nominations Committee

32. Bylaw Amendment – That Bylaw 4.13 be amended by deleting “by the Nominations Committee” and change 1630 to 1200.

If amended:

- 4.13 Ballots shall be accepted ~~by the Nominations Committee~~ until 1630 **1200** hours seven business days prior to the commencement of the Annual Meeting.

Nominations Committee

33. Bylaw Amendment – That Bylaw 4.12 be amended by deleting “prepared by the Nominations Committee and”.

If amended:

- 4.12 Ballots for all elected positions shall be ~~prepared by the Nominations Committee and~~ sent to each member of SUN by the last business day of the third week of February.

Nominations Committee

34. Bylaw Amendment – That Bylaw 4.22 i) be amended by changing “ballots” to “votes”.

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~~ **votes** to be elected.

Nominations Committee

35. Bylaw Amendment – That Bylaw 4.25 be amended by changing “recount of ballots” to “the challenge”.

If amended:

4.25 A candidate who wishes to challenge the results of an election must do so within twenty-eight (28) days of the announcement of the successful candidate(s). The candidate must submit the request for ~~recount of ballots~~ **the challenge** by registered mail to the Executive Director within the twenty-eight (28) day period noted above.

Nominations Committee

36. Bylaw Amendment – That Bylaw 4.31 i) b) be amended by changing “ballots” to “vote”.

If amended:

By-Elections

- 4.31 i) a) A by-election at the Annual Meeting shall be held for any position vacated as a result of the election process in 4.02.
b) The Nominations Committee Chairperson shall call for nominations for any vacancies following the announcement of the results of the ~~ballots~~ **vote**.

Nominations Committee

37. Policy Resolution – That Membership Policy 039-M-2017 be amended to foster flexibility in relation to choosing committee members and additionally to consider funding all members to attend the Annual Meeting and all members funded equally by 32 hours each member.

Lori Powell, Local 75 and Valerie Georget, Local 75



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Healthy Members, Healthy Union, Healthy Communities

Memorandum

TO: Tracy Zambory, SUN President
SUN Local Presidents
SUN District Council Chairpersons

FROM: SUN Nominations Committee

DATE: February 1, 2019

SUBJECT: TICKET OF NOMINATIONS

In accordance with Bylaw 4.10, the following names were submitted to the Nominations Committee for the 2019 Annual Meeting.

BOARD OF DIRECTORS

1. President - to be elected for a two (2) year term

Tracy Zambory **ACCLAMATION**
Local 49.1 – Newhope Pioneer Lodge, Stoughton, Southeast District

2. Second Vice-President - to be elected for a two (2) year term

Mark Henderson
Local 75 – Royal University Hospital, Saskatoon, Saskatoon District

Nicole Neufeld
Local 101 – St. Paul’s Hospital, Saskatoon, Saskatoon District

Jason Parkvold
Local 43 - DNH, RHC, Anderson Lodge and Lakeside Nursing Home, Yorkton,
East Central District

3. Regional Representative, Region #1 - to be elected for a two (2) year term

Barb Fisher **ACCLAMATION**
Local 62 - Victoria Hospital, Prince Albert, Prince Albert District

4. **Regional Representative, Region #3 - to be elected for a two (2) year term**
 Sheila Bear **ACCLAMATION**
 Local 78 – Kamsack Hospital, Kamsack, Assiniboine Valley District

5. **Regional Representative, Region #5 - to be elected for a two (2) year term**
 Leslie Saunders **ACCLAMATION**
 Local 65 – Kipling Integrated Health Centre, Kipling, Moose Mountain District

6. **Regional Representative, Region #7 - to be elected for a two (2) year term**
 Kathy Dally **ACCLAMATION**
 Local 246 – Touchwood Qu'Appelle Health District, Public Health, Fort
 Qu'Appelle, Touchwood Qu'Appelle District

COMMITTEES TO BE ELECTED FOR A TWO (2) YEAR TERM

1. Constitution, Bylaws and Resolutions Committee

- *Four (4) to be elected*

Teryn Fisher

Local 68 – Dr. F. H. Wigmore Regional Hospital, Moose Jaw, Moose Jaw-
 Thunder Creek District

Valerie Georget

Local 75 – Royal University Hospital, Saskatoon, Saskatoon District

Rachel Hyatt-Hiebert

Local 69 - Cypress Regional Hospital, Swift Current, Swift Current District

Crystal Kuras

Local 14 - Tisdale Hospital, Tisdale, Pasquia District

Candace Lahoda

Local 75 - Royal University Hospital, Saskatoon, Saskatoon District

Amanda (Mandi) Senger

Local 75 - Royal University Hospital, Saskatoon, Saskatoon District

Kushal Sharma

Local 107 - Saskatoon City Hospital, Saskatoon, Saskatoon District

2. Finance Committee

- *Two (2) to be elected*

Angela Felskie

ACCLAMATION

Local 9 – Balcarres Integrated Care Centre, Balcarres, Touchwood
 Qu'Appelle District

3. Nominations Committee

- *Three (3) to be elected*

Trudy Derkach

Local 266 – Yorkton Mental Health, Yorkton, East Central District

Gail Kizlyk

Local 75 - Royal University Hospital, Saskatoon, Saskatoon District

Shannon Mychan

Local 62 - Victoria Hospital, Prince Albert, Prince Albert District

Garth Wright

Local 276 – RHD, Public/Mental Health Services & STD Clinic, Regina,
Regina District

4. Program Committee

- *Five (5) to be elected*

Tracy Bergen

ACCLAMATION

Local 75 - Royal University Hospital, Saskatoon, Saskatoon District

Bonnie Nelson

ACCLAMATION

Local 68 – Dr. F. H. Wigmore Regional Hospital, Moose Jaw, Moose Jaw-
Thunder Creek District

**Electronic voting information will be sent to all SUN members by February 16,
2019 (Bylaw 4.12)**

Voting will close at 1630 hours, March 29, 2019 (Bylaw 4.13)



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Healthy Members, Healthy Union, Healthy Communities

Memorandum

TO: All SUN Locals
All SUN District Councils Chairpersons
All SUN Committees
SUN Board of Directors

FROM: Constitution, Bylaws & Resolutions Committee

DATE: February 1, 2019

SUBJECT: Discussion Paper to the 2019 Annual Meeting

One discussion paper was submitted to the 2019 Annual Meeting. The discussion paper is attached for your information and will also be printed in the Annual Meeting issue of SUNSpots.

SUN 2019 Annual Meeting

Discussion Paper – Negotiations Considerations

This discussion paper is to look at the process related to the submission of Negotiation Considerations. As such we feel that it is fitting to provide a brief history about the process. In the early union days, negotiations considerations were debated on and voted on. The bargaining package was then developed based on the discussion at the conference and other important union issues.

For the 2005 negotiations, there was a campaign called “Wish Upon a Star”. This allowed any member to send in any idea for Collective Bargaining (CBA) changes they could think of. There was a lot of debate and a lot of wishes sent to the Negotiations Committee to work into a package. The difficulty was that there were many of the wishes were completely unachievable at the bargaining table. This left a lot of members upset as they did not know why their wish was not bargained into the CBA.

Since then, measures have been taken to allow the Negotiations Committee to be able to put together a package of principles towards CBA improvement. Currently, the Negotiations Committee presents the package of concepts to the members at the Bargaining Conference rather than debating specific language changes. This in turn has created issues of its own. As members still need to be able to submit ideas, these negotiations considerations now show up at the Annual Meeting to be debated on and are forwarded to the Negotiations Committee.

What the CB&R committee wants to discuss with the membership are the following issues.

1. The first issue is the fact we can't accept bargaining proposals when we are actively bargaining. The potential time frame this encompasses is all Annual Meetings until the collective agreement has been negotiated and signed. The committee believes that not sending out the request for negotiations considerations until the year that the Negotiations Committee has finished its duties and disbanded would be the best solution. In the past, CB&R Committee has found that locals are not keeping a copy of the resolution and are sending duplicate or conflicting resolutions to the Annual Meeting.

2. Past practice was for all negotiations considerations to be dealt with at the Bargaining Conference. Negotiations considerations passed there were then taken into consideration by the Negotiations Committee. Currently the Negotiations Committee does most of its work prior to the Bargaining Conference preparing a package for the membership to approve. Our question is how do grassroots members submit ideas for bargaining. Do the resolutions come to the CB&R Committee to be sent to the Annual Meeting or do they go directly to the Negotiations Committee during preparation?

3. Most negotiation resolutions have specific contract language proposed when submitted. This pre-written language makes it difficult for the union to accept partial improvements to the language. If the resolutions are passed at general meetings of the union with specific language, then the Negotiations Committee is not meeting the wishes of the assembly in taking partial gains. Regardless of where the negotiations considerations are received, they should be focused on concepts or intent rather than specific language. One allows for any improvement, the other restricts the committee to achieve the required improvement in order to be acceptable. An example would be the intent to increase the posted and confirmed period vs increasing the period to 25 calendar days.

An example of this process working was in the last collective agreement. Rather than entering into negotiations with specific language changes to the NAC process, SUN entered with the intent to improve the NAC language. This allowed for give and take between the employer and SUN, and we were able to achieve a complete overhaul of the NAC articles.

Thank you and are there any questions or comments now at this time about the discussion paper?

Submitted by the Constitution, Bylaws & Resolutions Committee

MASQUERADE BALL



APRIL 10, 2019

PRESENTED BY THE SUN BANQUET PLANNING COMMITTEE

REQUEST FOR DONATIONS

THE COMMITTEE IS ASKING FOR YOUR HELP WITH DONATIONS OF DOOR PRIZES, RAFFLE ITEMS FOR THE BANQUET AND/OR *FINANCIAL CONTRIBUTIONS.



Financial contributions can be forwarded to:

***NOTE:** Cheques payable to:
2019 AM Planning Committee
c/o Alanna Schultz
432 Snead Cres
Warman SK S0K 4S1



Raffle items and/or door prizes can be mailed/
delivered to:

Annual Meeting Planning Committee
c/o Saskatchewan Union of Nurses
204 - 440 2nd Ave N
Saskatoon SK S7K 2C3