

# CONTACT

## Saskatchewan Union of Nurses Leadership News

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*Sit back and relax - it's summertime in Saskatchewan. (Photo: Prince Albert National Park, istock.com)*

### **Our Mission**

SUN exists to enhance the social, economic and general well being of our members, and to protect high quality, publicly funded and delivered health services.

### **Our Vision**

Healthy Members, Healthy Union, Healthy Communities

## BOARD OF DIRECTORS' MEETING - APRIL 29, 2014

### BOARD DECISIONS

- The April Board Meeting took place on April 29, 2014, prior to the Annual Meeting in Yorkton, and on May 2, 2014, following the conclusion of the Annual Meeting.
- The Board approved the merger of Local 280 Pioneer Lodge Moose Jaw with Local 124 Providence Place Moose Jaw.
- Following the 2014 Annual Meeting the Board of Directors were appointed to the following committees:
  - Policy Committee
    - Laurelle Pachal
    - Maureen Arseneau
    - Paul Kuling
    - Lorna Tarasoff
    - Jason Parkvold
    - Denise Dick
    - Tracy Zambory
  - Governance Committee
    - Barb Fisher
    - Fred Bordas
  - Mark Henderson
  - Pat Smith
  - Leslie Saunders
  - Tracy Zambory
- Executive Committee
  - Tracy Zambory
  - Paul Kuling
  - Denise Dick
  - Lorna Tarasoff
  - Barb Fisher
  - Jason Parkvold
- Lifetime Membership Committee
  - Maureen Arseneau
  - Mark Henderson
  - Lorna Tarasoff
- Constitution, Bylaws and Resolutions Committee
  - Pat Smith – BOD Liaison
- Program Committee
  - Laurelle Pachal – BOD Liaison

### FINANCIAL DECISIONS

- The Board approved a \$500 donation to the Regina Sexual Assault Centre.
- The Board approved a \$1,000 donation to Buy A Net Save a Life.

NOTE: All documents referenced in CONTACT - noted in *bold, italicized* print - can be found on SUN's website utilizing the search option or the link indicated and/or have been included in a general mail out.

## BOARD PLANNING SESSION - MAY 27 - 29, 2014

- The Board held its annual Board Planning session in Regina on May 27, 28, 29. Working with an external facilitator, the Board of Directors believes SUN's Strategic Plan will continue to focus on what matters most - those make or break issues that hold the greatest potential and/or the greatest threat to SUN and SUN members.
- Over the next two years (2014-2016) the strategic focus of SUN will be the following.
  1. Build on our leadership role that achieves quality, safe patient- and family-centred care.
  2. Build on our credibility as a Union to positively influence the legislative and social agendas of governments.
  3. Protect the exclusive, unique and essential role of registered nursing in healthcare.

## BOARD OF DIRECTORS' MEETING - JUNE 24 & 25, 2014

### BOARD DECISIONS

- The Board approved that an "Expression of Interest" call will go out to members to fill the vacancy on the Position Evaluation Committee.
- The Board approved the President's vacation request for July 21 to August 15, 2014 inclusive.
- The Board approved the appointment of Randa Schikosky to the SASWH Board following the retirement of Norma Wallace.
- The Board approved the merger of Local 300 (Willowdale Lodge Care Home) with Local 65 (Kipling Memorial Health Center)
- The Board approved the 2014-2016 Strategic Plan.

### FINANCIAL DECISIONS

- The Board approved the donation of \$500 to assist with expenses to return the two Nigerian students that were sent home last year after mistakenly breaking the terms of their student visas. The students are returning to Regina to complete their education.

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## BOARD & SDC MEETING - JUNE 26, 2014

### MEETING HIGHLIGHTS

- Donna Trainor, SUN's Executive Director presented an update on SUN's Strategic Plan.
- Kelly Miner also presented on the Recent Supreme Court Hearing, Bill 5.
- Beverly Balaski and Colin Hein, SUN's Nurse Research and Practice Advisors presented on Patient Safety Concerns.
- Amber Alecxe, also presented on the Canada Health Accord.
- Kelly Miner, SUN's Director of Labour Relations, and Amber Alecxe, SUN's Director of Patients and Families First and Government Relations presented on the current status of SUN's Government Relations, Bargaining and Labour Relations.
- President Tracy Zambory closed the day by having a discussion on the engagement and communication with members, followed by updates from the SUN District Council Chairs and questions and comments on the day.

## EDUCATE COMMUNICATE PARTICIPATE

### 2014 Education Conference - October 1 & 2, 2014 Queensbury Convention Centre at Evraz Place, Regina

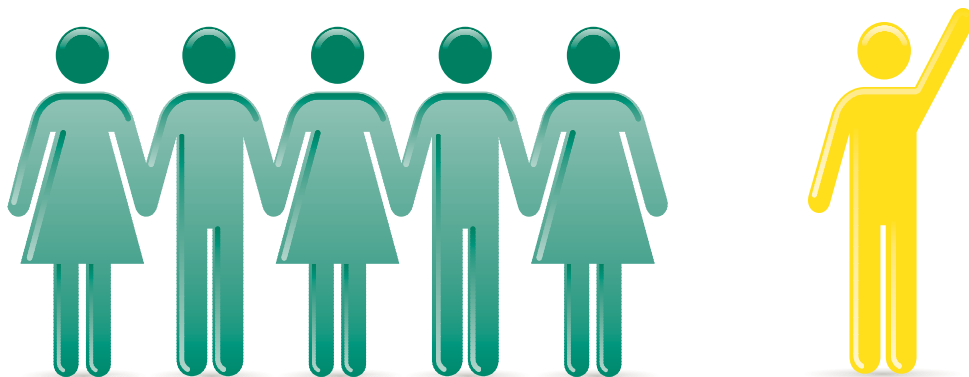
SUN firmly believes that knowledge is power, builds confidence and generates solidarity – with each education session provided, SUN continues to build a strong, vibrant membership that is vigilant in advocating for their patients, their profession and their collective rights.

As part of SUN's Education Program, our Annual Education Conference is dedicated to providing members with current, relevant and engaging opportunities to learn more about the issues facing SUN members as a collective and as a profession, as well as the base knowledge to build a strong Union.

The 2014 Education Conference will provide SUN members with the chance to learn more about what is happening within and around our Union and what this means for SUN and our profession.

Watch for more information coming to your mailbox in August, as well as on our website and social media channels – Facebook and Twitter.

***[www.sun-nurses.sk.ca/education](http://www.sun-nurses.sk.ca/education)***



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## ARBITRATION AWARD UPDATE - JANUARY 24, 2014

### Article 48.01(b) - SUN/SAHO Collective Agreement *Portability of Benefits*

#### **FACTS:**

Grievor had a significant amount of banked sick leave credits. Prior to her retirement in 2009 she was away from work due to illness and accessed more than 36 days of sick leave (more than the 36 days (288) hours) she would have accumulated in the 24 months prior to her retirement.

Within days of retiring the Grievor began working on a casual basis and in September 2012 obtained an OTFT position. In both the casual and OTFT positions, the Grievor was required to be off work due to illness. In both cases the employer only paid a portion of the leave as paid sick leave, on the basis that the Grievor had not earned sufficient sick leave credits.

The employer argued that the Grievor had used all sick leave credits accrued in the 24 months prior to her retirement and as such when the Grievor was rehired, there were no sick leave credits to be ported in pursuant to s. 48.01(b).

SUN argued that the fact the Grievor accessed sick leave prior to retirement should not have affected the number of credits earned in the 24 months prior to her retirement, as she had, at the time of retirement between 90 and 100 days of sick leave remaining in her bank.

#### **ISSUE:**

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

#### **FINDINGS:**

The Board of Arbitration agreed with SUN that it was not just to deny an employee access to sick leave credits that had been accrued over a long period of time and that the Grievor was entitled port 288 hours of sick leave credits when she was rehired. The ruling was on both an individual and policy grievance.

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## UPCOMING EVENTS

September 2014

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1 Labour Day	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16 Board of Directors' Meeting (Regina)	17	18	19	20
21	22	23	24	25	26	27
28	29	30	Oct. 1 2014 Education Conference (Regina)	Oct. 2		

### NEXT BOARD OF DIRECTORS' MEETING

The October Board of Directors' meeting will be held on October 21 - 23, 2014, in Saskatoon with October 23 designated for the BOD/SDC Meeting.

## SUN LEADERSHIP

Tracy Zambory, President  
 Denise Dick, First Vice-President  
 Paul Kuling, Second Vice-President  
 Barb Fisher, Region 1 Representative  
 Lorna Tarasoff, Region 2 Representative  
 Jason Parkvold, Region 3 Representative  
 Maureen Arseneau, Region 4 Representative  
 Leslie Saunders, Region 5 Representative  
 Pat Smith, Region 6 Representative  
 Fred Bordas, Region 7 Representative  
 Laurelle Pachal, Regina Base Hospitals  
 Mark Henderson, Saskatoon Base Hospitals

## CONTACT SUN

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