

SUN Spots

OFFICIAL NEWSLETTER OF THE SASKATCHEWAN UNION OF NURSES

2012 – 2013 OPERATIONS REPORT

A Year In Review:

SUN's Operational Highlights



APRIL 2012 – MARCH 2013

- President** **Rosalee Longmoore**
First Vice-President **Tracy Zambory**
Second Vice-President **Paul Kuling**
Region 1 Representative **Sandy Keating**
 Represents SUN Districts: Keewatin Yatthé, Mamawetan Churchill River and Prince Albert Parkland
Region 2 Representative **Lorna Tarasoff**
 Represents SUN Districts: Northwest, Lloydminster, Battlefords, Greenhead, Prairie West, and Midwest
Region 3 Representative **Jason Parkvold**
 Represents SUN Districts: North East, North Central, Pasquia, Assiniboine Valley, East Central, and North Valley
Region 4 Representative **Denise Dick**
 Represents SUN Districts: Swift Current, Moose Jaw/Thunder Creek, South Country, and Rolling Southwest
Region 5 Representative **Elaine Janzen**
 Represents SUN Districts: South Central, Moose Mountain and Southeast
Region 6 Representative **Janis Hall**
 Represents SUN Districts: Gabriel Springs, Central Plains, Saskatoon, and Living Sky
Region 7 Representative **Fred Bordas**
 Represents SUN Districts: Touchwood Qu'Appelle, Pipestone, and Regina
Base Hospitals Representative – Regina **Laurelle Pachal**
 Represents: Regina General Hospital and Pasqua Hospital
Base Hospitals Representative – Saskatoon **Barb Abele**
 Represents: Saskatoon City Hospital, Royal University Hospital, and St. Paul's Hospital



Our labour, professional practice and workplace environments are in a state of flux. Now more than ever we need to be looking to the future in everything we do. I am filled with a great sense of pride when I look back on all that SUN has accomplished in the past twelve months to ensure our readiness to adapt in this time of transition.

Operational, political and financial strategic directions set by SUN's Board of Directors have focused on ensuring we remain responsive to constant change. This has enabled us to continue to support our members in their professional practice and work lives every step of the way.

This past year we have established new relationships and strengthened old ones through the groundbreaking SUN/Government/Regional Health Authorities Tripartite Partnership Agreement. This Agreement has given registered nurses a voice in the healthcare transformation process, while creating opportunities for SUN to address member workplace issues in a collaborative forum.

We have also continued to invest in advancing the role of the registered nurse and the importance of optimizing that role through our ongoing advocacy efforts, membership workshops and the *Making the Difference* campaign. We know that if registered nurses are unable to practice to their full scope and potential, then we are not succeeding in delivering the highest quality, safest care possible to our province's patients and families. SUN thus remains steadfast in our commitment to expanding and supporting Saskatchewan's registered nurse workforce now and into the future.

As we move into a new year, change will continue to drive our strategic focus and objectives.

Arguably, one of the most significant changes we have seen unfold in recent months, is the tabling of a new *Saskatchewan Employment Act* in December 2012. This has the potential to shift the way unions operate and will impact how members are represented in the workplace and at the bargaining table. We need to remain vigilant in resisting such regressive legislation



Now more than ever we need to be looking to the future ... in everything we do.

changes that threaten to destabilize our province's labour environment. This will be a key area of focus for SUN in the coming months.

Unions have always been a significant positive force in fighting for fair and balanced labour laws that support prosperous, democratic and healthy societies. As a Union we have a responsibility to defend the health and wellbeing of our members and all working people. However, SUN's commitment goes beyond this by the very nature of who we are as a profession. As registered nurses we are advocates for a healthier society — it is in our DNA.

The future may seem uncertain on multiple fronts, but I remain hopeful that through our reenergized solidarity and unwavering professionalism we will be able to navigate all that lies ahead.

This will be my final President's Message. Looking back on the past 15 years I am proud of what we have been able to achieve together — thank you for your support. It has been an honour to serve an organization and membership who work with such integrity and pride.

Solidarity my friends!

A handwritten signature in cursive script that reads "Rosalee Longmoore".

Rosalee Longmoore, RN

*Healthy
Members,
Healthy Union,
Healthy
Communities*



Looking back on the past twelve months I feel confident in being able to report that SUN has been successful in honouring our vision of Healthy Members, Healthy Union, Healthy Communities. Our unwavering commitment to these three principles truly makes me proud to be a SUN member — through our actions we are making a difference.

This past year SUN donated over \$100,000 in support of building stronger, healthier communities for our members, their families and all people in Saskatchewan. We have continued our support for social justice, healthcare, the nursing community and the labour movement through our donations.

Highlights include:

- **Yorkton and District United Way – \$50,000** – This donation will go towards supporting many worthwhile and critical community programs for people in need of assistance in the Yorkton area.
- **Wounded Warriors Weekend – \$10,000** – This was SUN's first year to make a donation towards this important annual initiative in recognition of the heroic sacrifices our troops and veterans have made to ensure our safety at home. As registered nurses, SUN members feel a great sense of connectivity to the men and women that serve our country abroad and have witnessed firsthand the struggles they face when they come home. It was thus a privilege to be able to give back to these soldiers by supporting a program aimed at helping them heal — mentally, emotionally and physically — and live their lives to the fullest upon their return. SUN will be making an annual donation of \$5,000 to the Wounded Warriors Weekend as an ongoing commitment to honouring and thanking our soldiers and veterans for their service.

- **ED Broadbent Institute – \$5,000** – This donation will go a long way towards supporting this organization's important work in developing and promoting the principles and solutions needed to build a free, equal, socially democratic society in Canada.
- **Canadian Centre for Policy Alternatives (CCPA) – \$5,000** – As one of Canada's leading progressive, independent, non-partisan voices in public policy debates, the CCPA partners with leading researchers across the country to shed light on key social, economic and environmental justice issues facing Canadians — a perfect fit with SUN's vision and mandate as a Union.

An incredibly rewarding part of my role as First Vice-President is having the opportunity to connect with nursing students both at home in Saskatchewan and nationally through the Canadian Nursing Students Association (CNSA). The CNSA's National Conference in Halifax (January 2013) was a wonderful opportunity to hear what Canada's next generation of registered nurses are thinking and feeling about their profession, about unions and healthcare. Getting back to the basics and listening to the fresh perspective students bring is so important to SUN's future success as a Union.

Over the past year, legislative changes have been introduced that could significantly impact our Union. Bill C-377 has the potential to change SUN's financial reporting at the provincial and local level. After consulting with members, a Local Treasurers' Workshop has been developed for March 2013.

SUN contracted the accounting firm, Meyers, Norris, and Penny (MNP) to conduct the 2012 audit of SUN's finances. In the interest of open and transparent communications, SUN has included the auditor's report on page 22. An overview of the 2013 budget will be presented during the Annual Meeting in Regina.

This will be my final report as your First Vice-President. It has been an honour and I thank you all for your support. Writing this report has not only given me time to reflect on all that SUN has accomplished but it has helped me envision where we are heading. I look forward to the next stage in my journey with SUN and with your continued support feel confident we are ready for the challenges that lie ahead of us.

Tracy M. Zambory

Tracy Zambory, RN

This past year has been incredibly busy and exciting for SUN — I am reminded every day how proud I am to be a Registered Nurse and a part of this vibrant organization. The positive energy and commitment of SUN members, our Board of Directors and staff is overwhelming and demonstrated daily as we work collectively to remain a strong Union and profession.

Registered nurses are no strangers to change — we see it every day. Today's work environment is rapidly changing as employers focus on continuing to improve healthcare services in Saskatchewan, while struggling to meet the needs of our diverse and growing population with drastically reduced budgets. To complicate matters more, we have new federal and provincial labour legislation threatening to drastically impact our Union and professional environment, healthcare system and the social determinants of health. Registered nurses, and their expert training and care, have always been critical to quality healthcare and patient safety. During this time of transformation there is no exception — we will not accept anything less.

Our *Making the Difference* campaign is working. Results from our second annual public survey (September 2012) indicate the campaign has increased the public's knowledge of the role of registered nurses. Two-thirds of those surveyed believe the main difference between registered nurses and licensed practical nurses is the level of education registered nurses receive — this is an increase from 34% the previous year. The services of registered nurses are rated to be very important (4.35 on a 5-point scale) and confidence in registered nurses continues to rate above doctors, police officers and teachers.

In April 2012, SUN provided each member with a designation-specific lapel pin — which members continue to ask for and wear with pride. By wearing your pins you are playing a very important role in increasing the awareness of the critical role registered nurses play in healthcare. Over 75% of respondents in our public survey agreed it is important to know the profession of the person they're dealing with — 76% of respondents said they identified registered nurses by those wearing a pin or verbally.



I am reminded every day how proud I am to be a Registered Nurse.

To meet our members' needs in this complex and dynamic environment our staff continue to work to provide members with the advocacy support they require. SUN's dedicated staff work in areas ranging from administrative to information technology; labour relations to professional practice; education to occupational health and safety; and pension and benefits to communications. In addition, I am proud of the tireless work of our management team for the continued ability to develop and implement strategic plans to meet our organizational needs and address the critical issues of the day.

So far, 2013 does not look to be any slower paced as we work to build on the framework of the Tripartite Agreement, be an engaged partner in healthcare transformation, work to mitigate the negative effects of both provincial and federal legislation, and ensure members and the public understand the positive power of the role of registered nurses.

Although we are facing some tough challenges in the months ahead, I am as optimistic as ever about our profession, our members and our staff. As we continue to work together, everyone's deep dedication to making working lives better and to advocate for quality patient- and family-centred care for Saskatchewan citizens will become a reality.

A handwritten signature in black ink that reads "Donna Trainor".

Donna Trainor, RN

Tripartite

- As part of a shared commitment to health system transformation and patient first care, Health Minister Dustin Duncan, SUN President Rosalee Longmoore, and the Regional Health Authorities (RHAs) signed the new Tripartite Partnership Agreement on June 13, 2012.
- Since the formal signing of the Tripartite last June, the Steering Committee and Working Groups have developed governance and process documents, work plan, regularization process, continue to review safety concerns and opportunities for improvements, and opened channels of communication between the Committee, Health Regions, and SUN members.
- The Tripartite Joint Communications Committee developed a joint website to house all of the pertinent and up-to-date information pertaining to the Tripartite Agreement in one central location. The link can be found on SUN's website under Government Relations.
- SUN continues to provide members with information and education regarding the Tripartite through information sessions, direct member communication and SUNSpots articles. Information sessions were delivered in October and November of 2012, which can be viewed on the Education section of our website under Workplace Transformation.
- Between December 2012 and February 2013, representatives from SUN, the Ministry of Health and RHAs presented information sessions to the Joint Workforce Planning Committee for the Ministry of Health, the provincial Council of CEOs, and the Ministry of Health's Provincial Nursing Council.
- In January 2013, the Tripartite Steering Committee received the RHAs' commitment to assigning regional Tripartite Champions to educate and communicate information and progress of the Tripartite in each RHA.
- On February 11, 2013, the Steering Committee representatives also presented a province-wide presentation using TeleHealth services informing SUN members, RHA Vice-Presidents, Nurse Managers and other key stakeholders in healthcare on the progress of the Tripartite Agreement.

Patient- and Family-Centred Care

- Since the *Patient First Review* released in 2009, SUN has been seen as a leader in patient- and family-centred care (PFCC) through educating our members, other healthcare professionals, administrators and key stakeholders in healthcare. In addition to building a strong knowledge base, SUN has also focused on building partnerships to further PFCC in Saskatchewan.
- SUN is a member of the Ministry of Health's Patient- and Family-Centred Care Committee giving SUN an opportunity to network, stay informed of regional initiatives pertaining to PFCC, and ensure the role and value of registered nurses for PFCC is recognized.

Innovators Conference: Building A PFCC Culture

- Developed to educate and motivate external stakeholders — administrators, CEOs, unit managers, academics and researchers, policy and decision makers — on PFCC, SUN's Innovators Conference offered attendees the opportunity to network, share ideas and inspire others through their own experiences.
- Recognizing SUN members are key in the delivery of PFCC, the SUN Board of Directors saw the Innovators Conference as a great opportunity for members to share their ideas and experiences with the external stakeholders in attendance. The Board funded 50 members to attend the event on September 25 and 26, 2012, in Saskatoon.
- During the day-and-a-half Conference, guest speakers, presenters, panelists, and attendees from across the province and abroad, discussed their barriers to implementing PFCC, how said barriers can be overcome, how science and compassion are an integral part of PFCC, how PFCC impacts professional practice and policy, and how we begin to bridge the gaps between professions to build a strong PFCC culture/team.
- The 2012 Innovators Conference welcomed keynote speaker, Dr. Susan Frampton, CEO and President of the Planetree organization (USA); guest speaker, Daniel Fox, President Emeritus of Milbank Memorial Fund (USA); representatives from regulatory bodies for registered nurses, registered psychiatric nurses, and pharmacists; leaders in patient safety, healthcare policy and administration, and nursing; an inspirational patient panel; and 12 abstract presenters.

- Monies raised from the 2011 Innovators Conference were used to fund two (2) \$8,000 Innovators Grants to support an innovative PFCC project in which SUN members were actively involved. SUN was thrilled to award the grants to:
 - *Weight (Wait) No More Project* The Weight No More project incorporates the pillars of patient and family-centred care and primary health care through an interdisciplinary, multi-pronged approach to prevent obesity-related risk-factors from developing into co-morbidities. Recipient: Kim Lato, RN(NP), Saskatoon Health Region
 - *Mother-to-Mother support group for refugee mothers in Regina* The Mother-to-Mother initiative brings a diverse team of healthcare professionals together with non-profit organizations with the same goal of providing support to refugee mothers looking to improve the health and wellbeing of their families. Recipient: Pamala Larsen, RN, Regina Qu'Appelle Health Region

Stakeholders' Breakfast

- SUN hosted our first Stakeholders' Breakfast — Transforming Health Care Together — on November 21, 2012, in Regina.
- Keynote speaker, Dr. Marlene Smadu, Co-chair of the Canadian Nurses' Association (CNA) National Expert Commission on the Health of the Nation

and the Future of the Health System (2011-2012), spoke about the Commission's final report *A Nursing Call to Action*, and the role of registered nurses in improving healthcare in Canada.

- Our goal was to bring key provincial healthcare partners; including policy and decision-makers, educators, regulatory bodies and experts together to begin examining evidence-based opportunities for collaboration on system transformation. We believe we achieved this goal and are looking forward to hosting more events such as this in the future.

Professional Associations

- Throughout 2012, SUN has met on a number of occasions with representatives from the Saskatchewan Registered Nurses Association (SRNA) to discuss common concerns, changes to healthcare legislation, and to develop joint strategies for enhancing the role of the Registered Nurse.
- Similarly, SUN continues to work with the staff and Council at the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) to address the concerns, changes to healthcare legislation, and to develop joint strategies for enhancing the role of the Registered Psychiatric Nurse.

Looking Ahead ...

- Year two of the Tripartite Agreement will focus on the implementation of the regularization process, evidence-based research to address adequate and safe staffing levels, retention and recruitment issues in rural and remote issues, nurse and patient safety, and the engagement and involvement of SUN members in transforming healthcare.
- SUN remains committed to working collaboratively with government, labour and healthcare stakeholders to improve workplace, union, and professional environments; while respecting the diverse needs of our profession, our members, our patients and our communities.
- Plans are in the works for the 2013 Innovators Conference: *Measuring the Impact of PFCC*, to be held September 30 and October 1, 2013, at the Delta Regina Hotel.
- Building from the success of our first Stakeholders' Breakfast, SUN is currently planning to host our 2nd annual breakfast in November 2013.



The Saskatchewan Employment Act

- In May 2012, the Saskatchewan Government issued a Consultation Paper, which sought to overhaul 15 pieces of labour legislation. The government provided 90-days for employers, labour organizations and the general public to provide feedback on the potential new labour legislation. SUN's response to the consultation process can be found on our website.
- In December 2012, the Ministry of Labour Relations and Workplace Safety introduced Bill 85 — *The Saskatchewan Employment Act* — an omnibus bill which replaces and/or amends 33 pieces of legislation impacting unionized and non-unionized employees alike.
- While riddled with extensive changes to labour legislation, the most significant change posing a threat to SUN and our members is the change in definition of out-of-scope employees and a new definition of supervisory employees.
- The Ministry accepted feedback on the new legislation until March 1, 2013. The brief submitted by SUN can also be found on our website.

Minister's Advisory Committee

- Following the 90-day consultation period, the Ministry of Labour Relations and Workplace Safety struck the Minister's Advisory Committee (MAC) for additional expert advice and to provide recommendations to the Minister in regard to the development of new legislation.
- SUN's Kelly Miner, Director of Labour Relations, among other key employer and labour representatives, was re-appointed to the MAC — as was the entire Committee. The MAC continues to discuss the proposed legislation and will provide advice on the new regulations which will accompany *The Saskatchewan Employment Act*.
- SUN's involvement on the MAC is another opportunity for SUN to influence positive, fair and balanced labour legislation to create safe, productive workplaces while improving the social determinants of health and meeting the needs of a growing province.

Bill C-377

- In December 2012, the federal private members Bill C-377, *An Act to Amend the Income Tax Act*, passed in the House of Commons. At the time of publication, Bill C-377 was awaiting its final reading in the Senate. The Bill is required to be passed by the Senate to become law.

- Bill C-377 requires all trade unions to publicly disclose detailed information on all financial transactions over \$5,000. The Bill requires unions to identify who received payment, the purpose of the transaction, and a description of the transaction. The Bill also requires each union to identify disbursements to Officers, Directors, trustees, employees and contractors with a breakdown of how many hours of their work is dedicated to labour relations, political and/or lobbying activities. Other criteria includes, but is not limited to, activities such as: organizing and collective bargaining, conference and convention, education and training, legal, as well as contributions, gifts, grants, administration costs, etc.
- SUN has always had a high degree of financial oversight and accountability as well as a practice of making audited financial statements available to our members. SUN provides a copy of our audited financial statements in our Operations Reports, which are available to the public on our website.
- In addition to SUN's concerns regarding the privacy issues around publicizing such an extreme and detailed list of expenses (over \$5,000 including paid union leaves), of concern to SUN is the impact Bill C-377 will have on the organization's community involvement and donations, and the focus on professional practice and public relations campaigns. If passed by the Senate, such activities will be reduced and/or eliminated.
- SUN is also concerned about the increased administrative work Bill C-377 will impose upon each SUN local, SUN District Councils, and SUN Provincial.

Arbitrations

- SUN scheduled 16 arbitrations, between April 2012 and March 2013, with the goal of ensuring consistent, fair and balanced application of SUN's Collective Agreements. Of these 16 scheduled hearings, five (5) hearings were held with a number being settled before the hearing, and some were rescheduled due to various reasons.
- Arbitration issues dealt with — but were not limited to — improper awarding of a vacancy, the necessity to post position(s), hours of work, staff development, redeployment of vacant positions, reclassification and payment for staff development.
- SUN remains committed to solving members' workplace concerns as effectively and efficiently as possible through new and collaborative ways other than grievances and arbitration hearings.

Negotiations

- SUN members working for All Nations Healing Hospital and Extendicare Canada Inc. have successfully negotiated new Collective Agreements, securing similar improvements to those obtained in the SUN/SAHO Collective Agreement.
- Employers for All Nations Healing Hospital and Extendicare Canada Inc. adopted the same principles and spirit of the SUN/Government/Regional Health Authority Tripartite Partnership Agreement, for addressing problem solving in a collaborative and innovative manner.

Looking Ahead ...

- SUN continues to monitor federal and provincial legislation which will have a direct impact on SUN as a union, on our members, and on the Saskatchewan workforce as a whole.
- Through year two of the Tripartite Agreement, SUN remains focused on continuing our momentum and progress on labour relations tools and frameworks such as the launch of the initial regularization prototype.
- At the time of publication, negotiation of a new agreement were underway for members working at Canadian Blood Services. SUN is optimistic negotiations will conclude in the coming months.
- Starting in May 2013, preparations for the next round of SUN/SAHO negotiations will begin with a week-long orientation for the Provincial Negotiations Committee.



Connecting Labour Relations and Professional Practice

- Increasing demands on our health system due to a growing and aging population are creating a complex and challenging practice environment for SUN members. To ensure members are protected to the fullest ability of their Collective Agreement(s) and scope of their professional practice, SUN began work in December 2012 to bridge the gap between labour relations and our professional practice environments.
- The objective for this work is to enhance the delivery of Labour Relations and Professional Practice for our members.

Nursing Advisory Process

- Staffing issues continue to be a concern for SUN members. As a result, 87% of the 617 Work Situation Reports (WSRs) filed in 2012 were related to staffing concerns. In addition, 10 of the 11 Professional Practice Reports (PPRs) filed were also related to staffing issues.
- The Nursing Advisory Process has been a useful tool for SUN members to address practice concerns through a formalized process. The current process

is under review to determine how we can streamline the process to improve upon efficiency and effectiveness in addressing patient care and professional practice concerns.

Retention and Recruitment Committees

- The work the SUN/Regional Health Authorities Retention and Recruitment (R&R) Committees undertook to help stabilize the nursing workforce and address regional retention and recruitment issues cannot be understated. They demonstrated how successful relationships and collaborative discussion can provide positive outcomes.
- In September 2012, the Committees underwent extensive review and evaluation focusing on the assessment of the program's impact and efficiency. The evaluation looked at the quantitative and qualitative impact each R&R Committee proposal (which was implemented) had on retention and recruitment of RNs/RPNs/RN(NP)s to that particular RHA. In addition, patient and practice outcomes were recorded in both the final and interim reports. The Committee evaluations were conducted by SUN Professional Practice Officer, Gwen Curtis, and Brendalynn Enns from the Saskatoon Health Region.

- Lois Berry, Assistant Professor, College of Nursing, was hired to provide an external evaluation of both the Committee level outcomes (relationship building, trust, problem-solving, knowledge transfer, etc.) as well as the participant level outcomes (increased nurse and patient indicators, nurse satisfaction, job turnover, access to professional development, patient experience, etc.). The goal of this evaluation was to demonstrate what initiatives worked and provide the research and evidence required to embed such successes in the workplace more broadly.

Enhancing the Role of Registered Nurses

- SUN has provided feedback on the SRNA initiative to “optimize” RN practice which replaces the current transfer of medical function model.
- SUN continues to advocate for the optimization of all registered nurses and will continue work with and provide the SRNA and RPNAS feedback on the process.

Promoting Expert Training and Care

- SUN is committed to promoting the knowledge, skills, quality care and value registered nurses bring to our healthcare system and their direct impact on positive patient outcomes. It is through our work on various local, regional and provincial committees that SUN continues to use evidence-based research to promote high quality, safe patient care with appropriate staffing mixes and models of care.
 - SUN was invited to sit on a steering committee to review the implementation of the current model of care at the Regina General Hospital in the Mother-Baby Unit. An external evaluator was hired and the committee has been working

on prioritizing and implementing the recommendations for improving visitation guidelines; use of Newborn Nursery; and breastfeeding philosophy and support.

- SUN was invited to sit on the Provincial Implementation Advisory Group for Collaborative Emergency Centres (CECs) in Saskatchewan. The Advisory Group is reviewing processes and requirements to support successful implementation of a CEC. There has been some discussion that RNs are not a mandatory requirement. However, there are a number of stakeholders that are adamant that this model requires the expertise of RNs. The Ministry of Health appears to be supporting this position.

A Nursing Call to Action

- In June 2012, the Canadian Nurses Association (CNA) National Expert Commission released their report titled *A Nursing Call to Action*. This in-depth report suggests a fundamental shift in how health and health care is funded, managed and delivered in Canada.
- Through extensive research and public polling, the Commission’s evidence-based recommendations aim at accelerating the implementation of policies and programs that improve the quality, access, efficiency and affordability of services within Canada’s publicly funded not-for-profit health system.
- The report supports SUN’s vision that registered nurses play a vital role in reclaiming our profession, and improving the delivery of health-care, and patient safety. Registered nurses across Canada can become champions for change, champions for better health care, and champions for our nursing profession.

Looking Ahead ...

- Work at SUN will begin to thread professional practice throughout the organization at every level and in the majority of the work we do. Embedding professional practice, research, and evidence into our work will strengthen the organization and our membership. Such work has already begun as we are working towards bridging the gap between our labour relations and professional practice work.
- Through the Tripartite Agreement, SUN will work towards addressing member concerns regarding workload using mechanisms such as the newly introduced regularization process.

Member Communications

- SUN launched a new website during National Nursing Week (May 7- 12, 2012). Developed based on best practices and designed to meet the needs of our members, the website is constantly evolving and improving.
- SUN continues to be committed to providing relevant, current information to our members through SUNBurst broadcast e-mails, SUNSpots, and our website. In 2012, SUN dove into the growing world of social media to reach our members through the medium they prefer.
- Feedback and suggestions are always welcome. The Communications Department is always looking for ways to improve the channels of communication with our members. Send us your suggestions on how we can meet your needs — sun.communications@sun-nurses.sk.ca

2013 Membership Survey

- During the last week of January 2013, SUN conducted our annual membership survey. Selection of members surveyed is done by random selection conducted through the research firm.
- At the time of publication, preliminary results indicated:
 - 40.1% of members surveyed indicated “inadequate staffing remains the highest rated reason for the deterioration of patient-centred care”.
 - This is also reflected in results targeted at bargaining issues — 34.5% indicated the #1 bargaining issue is workload concerns.
 - 57.7% indicated the number of patients you provide care to has increased.
 - 71.6% indicated the complexity of patient care tasks has increased.
 - 73.5% indicated the acuity levels and needs of patient care has increased.
 - When asked about the proposed labour legislation, *The Saskatchewan Employment Act*, 70.1% of the members surveyed disagree with being re-classified as out-of-scope; while 78.7% indicated they disagree with members who supervise other members (example in-charge assignments) being moved to a different bargaining unit.
- Details of the membership survey will be presented during the 2013 Annual Meeting in April in Regina.

Making the Difference Campaign

- A post analysis of year one of the *Making the Difference* campaign indicated our message is being successfully delivered and that the message uptake is having a positive impact on realizing campaign goals of building public awareness, and increasing the understanding of the various roles for registered nurses.
- Due to strong, established relationships that have been built throughout year one with media suppliers, we were able to secure bonus advertising by leveraging reduced rates. This translated into over 26% in bonus advertising in year one alone — an outstanding return on investment when coupled with public survey results that demonstrate campaign goals are clearly and successfully being achieved.
 - Television delivered our message over 40 times to 89% audience.
 - Radio delivered message approximately 10 times to 60% of audience.
 - Billboards delivered almost 20 million impressions.
 - Online ads delivered almost 6 million impressions.

Public Polling – Recognizable Value of Registered Nurses

- In October 2012, SUN conducted our second annual public survey to determine if the public’s understanding of the knowledge, skill and value registered nurses provide has improved.
- The result — SUN has been successful in building awareness and understanding for who registered nurses are, and how their expert training and care makes a difference in the lives of Saskatchewan patients and families.
- Most of the respondents (85.8%) rated the services of registered nurses to be important to the delivery of healthcare in their communities, with 73% being comfortable with the concept of registered nurse-led teams.
- The majority of respondents (96.9%) said registered nurses performed their work professionally; listened carefully and answered questions (94.6%); explained what they were doing (89.7%); helped them understand their medical situation (83.9%) and made them feel like a partner in decisions about treatment (80.9%). However, more than two-thirds felt there were too few registered nurses working in their communities.

- As a union, SUN receives high marks for effectively representing nurses in the workplace, for being answerable and open to its members, for contributing to improvements in healthcare and for being open and honest with the public.

Promoting Our Profession and our Union to Future Nurses

- Throughout the year SUN members interact with high school students across the province promoting the registered nurse profession and answering their burning questions. In 2012, SUN members connected with over 4,000 high school students in rural and urban settings.
- Connecting with future registered nurses is key to building a strong and active membership. During the year, SUN can be seen talking to nursing and health science students about the profession and role of the Union during career expos, as well as attending regional and national conferences for the Canadian Nursing Students' Association (CNSA).
- SUN has been working diligently with the RN and RPN programs to present throughout the educational programs. Currently, Dr. Springer at the U of S has consistently invited us to present to her 4th year class. This is an important initiative as it is vital that as we welcome new members into our organization they fully understand the value and support SUN provides to them.
- In addition to presenting the 3rd and 4th year Nursing Students, SUN also hosts students during a practicum session. During their time with SUN, the student works alongside our Professional

Practice Officers and/or Nursing Advisor Officers to increase their knowledge of the Union, optimizing the role of the registered nurse, resolving and increasing awareness of professional practice issues and concerns, as well as promoting our profession in the workplace.

- Fourth year Nursing Student, Jasmine Graham, shadowed Professional Practice Officer, Gwen Curtis, and Nursing Advisory Officers, Jan Murdock and Carrie Simpson, in August and September, 2012.
- Jasmine received a well-rounded experience at SUN experiencing each of the various portfolios, including Nursing Advisory, OH&S, Professional Practice, and Labour Relations.
- She also assisted in identifying research and best practices to assist in workplace concerns, experienced the labour relations aspect by observing investigation meetings, accommodation meetings, arbitration reviews, duty roster, Joint Union Management Meetings and a one-day LEAN training.
- Jasmine also had the opportunity to participate in member education for Nursing Advisory and provide input and insight on outstanding Professional Practice issues.

Community Involvement

- SUN has a proud history of supporting our members and our communities. Throughout the year SUN supports a variety of projects and events with the goal of improving social determinants of health and advocating for those who do not have a voice. Through our donations to a variety of organizations (over \$100,000), SUN has made



Painting the new house for Habitat for Humanity – Regina

a difference in the lives of many — extending beyond our patients.

- United Way
- Canadian Health Coalition
- Early Learning Childcare Coalition
- Medicare Legacy Project
- Regina Sexual Assault Centre
- Saskatoon Community Clinic
- Canadian Centre for Policy Alternatives (CCPA)
- Women of the Dawn Counselling Centre Inc.
- And many more community organizations across the province.

- **Annual Investment** – As part of our vision of *healthy communities*, SUN annually invests in Community Support Projects in a predetermined community. (Membership Policy 030-M-2007).

- In 2012, an investment of \$50,000 was made to the Yorkton United Way.

- **Women and Children’s Shelter** – Each year, at no cost to SUN, Efficom Inc. produces our pocket sized Nurses’ Planner. To cover the production costs, Efficom Inc., on SUN’s behalf, solicits local businesses to advertise their services to our membership. As part of our contract with Efficom Inc., all proceeds from the advertising monies raised are donated to a women and children’s shelter of SUN’s choice. Shelters are chosen as per the schedule set out in Membership Policy 030-M-2007 under Community Support Projects.

- In 2012, SUN was honoured to donate \$2,603.60 to the Shelwin House in Yorkton.

- Proceeds from the 2013 Nurses’ Planner (\$4,593.33) were donated to the Southwest Safe House in Swift Current.

- **Wounded Warriors** – This year SUN was honoured to make a donation in the amount of \$10,000 in recognition of the heroic sacrifices our troops and veterans have made to ensure our protection and wellbeing. The donation went towards the “Wounded Warriors Weekend” (August 24-26,

2012). The event brought over 120 soldiers who were injured in combat together for a weekend with the goal of helping them heal — mentally, emotionally and physically — and to honour and thank them for their service.

- **Joe’s Place** – SUN was privileged to be able to support Joe’s Place, a local youth center in Moose Jaw. Proceeds raised at the 38th SUN Annual Meeting were donated as a way of giving back to a community that had so warmly welcomed SUN to their city for its annual meeting. By working with local businesses and members who attended the meeting, SUN was able to raise funds in the amount of \$2,843.50 for the donation.

- **Habitat for Humanity** – There are many ways to give back to your community and this year a group of SUN members and staff rolled up their sleeves and volunteered their time to Regina’s Habitat for Humanity.

CFNU International Solidarity Fund

- At the CFNU Biennial Convention in 2005, nurses voted to create an International Solidarity Fund. By creating the Fund, CFNU joins other labour unions in Canada, which mobilize resources to support initiatives that foster solidarity with the disadvantaged, whether their being disadvantaged is a result of a natural disaster or an unfair economic and social order.

- The International Solidarity Fund was created by nurses at CFNU’s 2005 Biennial Convention, and in 2007, nurses agreed to donate one cent per member per month as a minimum contribution to the Fund.

- Over the past 12 months, SUN members have donated an additional \$3,800 to the International Solidarity Fund from monies collected during Union events and meetings.

Looking Ahead ...

- SUN encourages our members to consider how you can make a difference in the lives of others throughout the year — no contribution is ever too small to those in need.
- In 2013, SUN will be looking to invest in Community Support Projects in Swift Current. Please refer to the Membership Policy for process and guidelines.

Patients and Families First Seminars

- In May 2012, SUN hosted our 3rd Annual Patients and Families First Seminars bringing a great mix of healthcare providers, administrators, educators and nursing students together for two (2) one-day sessions to discuss their own knowledge, experience and perspectives on patient- and family-centred care (PFCC).
- Close to 400 healthcare professionals — including 125 SUN members — joined us in Regina and Saskatoon for the interactive and inspiring sessions to engage in conversations about defining the boundaries and ethics of PFCC, integrating PFCC into our daily practice environments, the unique contributions nurses bring to PFCC, and how we can engage nurses, other healthcare professionals, and leaders to identify, develop, deliver, and support innovative initiatives that enhance collaborative practice, education, research, and administration in healthcare.
- SUN member, Cathy Watson, an RPN from Battleford District Care Centre, along with her colleague, Colleen Perrin, a Recreational Therapist, shared their inspirational story of how a lot of patience, determination, and dedication to their patients and families made PFCC a part of who they are, not what they do.
- Presenters also included Kyle Anstey, Bioethicist for Toronto Western Hospital, which is part of the University Health Network (UHN), Carolyn Plummer, Senior Manager of Innovation for Collaborative Academic Practice at University Health Network, and Beverly Balaski, Nurse Research and Practice Advisor for SUN.

Education Conference

- Due to our rapidly changing healthcare system and the challenges we face as a Union and as working people in Saskatchewan, the SUN Board of Directors decided to make a change to the standard format of the 2012 Education Conference. Instead of offering the traditional four levels of workshops, it was decided to offer a common first day and three levels of workshops on the second day.
- Themed, *Building On Our Success*, 200 funded members — including Local Presidents — attended the common first day of the Conference to learn about quality improvement through Lean, the Tripartite Agreement, optimization of the role of the registered nurse, and the challenges SUN faces as a Union.

- Although the format of the Education Conference was amended, the six core elements of the Education Program — union principles, labour relations, professional practice, pension and benefits plans, workplace safety and leadership — were still covered on the second day. A total of 100 SUN members were funded to attend the tiered program on day two.

Local President and Treasurer Workshops

- In November 2012, SUN provincial hosted two (2) one-day sessions for Local Presidents and/or designates to learn about the six pillars of SUN's strategic direction — legislative changes, optimizing the role of registered nurses, quality improvements, workplace safety, primary health-care redesign and the new Tripartite Agreement. Close to 90 Local Presidents and/or designates took part in the sessions in Saskatoon and Regina.
- In March 2013, First Vice-President, Tracy Zambory, and SUN Accountant, Lorna Bingaman, held two (2) one-day sessions for Local Treasurers covering a number of topics: financial record keeping; budgeting; year-end processes; and Bill C-377 and its potential effect on financial reporting requirements for Locals. Over 60 Local Treasurer's attended the sessions in Saskatoon and Regina.

Face-to-Face Information Sessions

- During February and March 2013, the SUN Board of Directors and Employment Relations Officers travelled across the province to meet face-to-face with members in their communities.
- Discussions focused on the new legislation — such as the new *Saskatchewan Employment Act* and federal Bill C-377 — and the effect it has on our workplaces, union and profession as well as our rapidly changing healthcare system and the impact on the quality of patient care we deliver.

Optimizing the Role of the Registered Nurse

- Enhancing the role of RNs, RPNs and RN(NP)s continues to be a key priority for SUN. In April 2012, Beverly Balaski, Nurse Research and Practice Advisor for SUN, conducted regional workshops focusing on defining the role of the registered nurse, how members can optimize their role and differentiate themselves from other healthcare professionals. During the April 2012 sessions, 80 SUN members attended workshops in five locations.

- From February to May 2013, SUN is once again conducting regional workshops focusing on empowering registered nurses to utilize their expert training and knowledge, provincial legislation, and the nursing process to enhance the role of registered nurses.
- During the 2013 interactive sessions participants will identify components of their professional role and responsibilities as outlined in legislation and professional accountabilities; come to understand and clarify these roles; and compare and contrast how current practice supports the role of the registered nurse — in addition to learning tips and tools to addressing and resolving conflict.
- It is estimated 150-175 members will have participated in the winter workshops by the time of their conclusion.

Nursing Advisory: Putting the Power in Your Hands

- Education sessions concerning the Nursing Advisory process, addressing professional practice concerns, scope of practice, accountability and responsibilities, continue to be in high demand. Nursing Advisory Officers, Jan Murdock and Carrie Simpson, conducted 10 Nursing Advisory educationals in the past 12 months — reaching approximately 80 members through face-to-face sessions, lunch and learn events, and teleconference.

Violence: Not Part of the Job Workshop

- Norma Wallace, OH&S Officer, conducted two (2) one-day sessions in mid-June 2012, focusing on violence in the workplace with guest speaker

Sherry Parkin, Violence Prevention Advocate from the British Columbia Nurses' Union (BCNU).

- The 103 OH&S Representatives in attendance at the sessions in Regina and Saskatoon engaged in conversation defining violent behaviours, recognizing why violence is an issue in healthcare, preventative programs, policies and education, as well as their role and responsibilities as OH&S Committee members.

External Union Sponsored Education

- In June 2012, 33 SUN members attended the CFNU Prairie Labour School in Canmore, Alberta. Our members joined nurses from the Manitoba Nurses Union and the United Nurses of Alberta and took part in three workshops which covered the topics of: Nurse to Patient Ratios; Life After the Labour Movement — Are Unions Still Relevant?; and Balancing Professional Responsibilities and Union Opportunities.
- Each fiscal year SUN Provincial provides funding for members to attend SFL and CLC sponsored conferences and schools. In 2012, there was an increase in applications for provincial funding to attend these events. Due to an increase in interest in attending external events, we were unable to provide funding for everyone who applied.
- SUN funded 12 members to attend the Prairie School for Union Women (May 2012); 11 members to attend the Occupational Health and Safety Conference (October 2012); five (5) members to the Equity (Human Rights) Conference (February 2013); and five (5) members were funded to attend the Shift Work Conference (March 2013).

Looking Ahead ...

- To adapt to our changing environments, SUN's Education Program is constantly in a state of review and improvement to meet the needs of our members and the demands on their profession.
- Expanding on the successful introduction of the Participant Workbooks/Manuals and Resource Guides, first introduced at the 2012 Education Conference, SUN continues to look at new ways to modernize and improve our Education programs for SUN members. Since November 2012, such tools have been a great resource for SUN members when addressing concerns and engaging in conversation with their Employer.

Saskatchewan Health and Safety Leadership Charter

- On June 14, 2012, SUN solidified its commitment to promoting healthy and safe workplaces and communities by being the first healthcare union in Saskatchewan to sign the *Saskatchewan Health and Safety Leadership Charter*. SUN officially added its name to a growing list of organizations with a shared goal of reducing work-related injuries and illnesses in the province.
- The purpose of the *Saskatchewan Health & Safety Leadership Charter* is to affect a cultural shift in the way Saskatchewan leaders view injuries and injury prevention.
- As an Employer, SUN staff and management are continuously working to develop and implement health and safety policies through the SUN/CUPE 3761 (staff union) Occupational Health and Safety Committee.
- Due to SUN's commitment to providing our staff with a safe and healthy work environment, SUN's premium rates for Workers' Compensation Board (WCB) have recently been reduced.

Safety for Healthcare Professionals

- The safety of registered nurses and other healthcare professionals on the frontlines is a key priority for the SUN/Government of Saskatchewan/Regional Health Authorities Tripartite Partnership Agreement.
- It is through this collaborative partnership, a working group has been developed to examine potential Occupational Health and Safety (OH&S) project opportunities that would enhance other OH&S work already happening around the

province; examine the current state of health facility/health region Charge Nurse OH&S education and the "Safety for Supervisors" division training.

- Norma Wallace, OH&S Officer, is SUN representative on the Tripartite Working Group.

Changes to Legislation

- In the fall of 2012, the Government of Saskatchewan proclaimed Bill 23, *An Act to Amend the Occupational Health & Safety Act 1996*, which places increased emphasis on supervisors being competent in occupational health and safety. This Act will be subsequently repealed with the introduction of Bill 85 — *The Saskatchewan Employment Act* in December 2012. The amendments outlined in Bill 23 — plus additional amendments — were incorporated into Part III of the new labour legislation (Bill 85) proclaimed in 2012.
- In addition to the increased emphasis on supervision in the amended *OH&S Act*, Summary Offence Tickets (SOTs) were implemented on January 1, 2013, creating increased importance of the role of the supervisor. As Charge Nurses, SUN members fall under both the worker and the supervisor categories.
- The OH&S Division advised SUN that Occupational Health Officers (OHOs) will look towards those with the greatest degree of control over the workplace as having the greatest responsibility for providing a healthy and safe workplace. The OHOs will be authorized to give out the tickets to three different groups with differing fine amounts: (1) employers, contractors, self-employed persons, owners and suppliers; (2) supervisors; and (3) workers.

Looking Ahead ...

- In the coming months, Norma Wallace will be working with SUN OH&S Representatives to ensure OH&S Committees are functioning effectively.
- The Hoshin on Safety Culture and the unions and employers of the Saskatchewan Association for Safe Workplaces in Health (SASWH) will strive to meet the target of eliminating workplace injuries and illness. Mobilization of OH&S Committees and the proper OH&S training of workers and supervisors are vital to the success of this goal.
- Through our involvement on the Tripartite Safety Working Group, SUN will continue to pursue opportunities for improving workplace safety for our members.

Regina Civic Pension Plan

- The parties continue to meet to create terms and conditions to allow the Regina Civic Pension Plan (RCPP) to be maintained.
- The position of the unions is to maintain a Defined Benefit Pension Plan. In support of this position, the unions have been advocating to implement higher pension contributions on a temporary basis and resume negotiations to find a mutually acceptable solution.

Saskatchewan Healthcare Employees Pension Plan

- SUN continues to have an active role on the Saskatchewan Healthcare Employees Pension Plan (SHEPP) Board of Directors to ensure SUN members have a voice and their interests are protected. A summary of the reports from the SHEPP Board of Directors Meetings can be found on our website.

Canadian Blood Services Pension Plan

- The Canadian Blood Services (CBS) defined benefit pension plan has approximately 2,900 members across Canada. Contributions to the Pension Plan by plan members is 5.15% and for employers 7.15%.
- Effective February 1, 2013, CBS will implement the accrual of pension on all pay in lieu of vacation and statutory holiday pay for CBS employees. In Saskatchewan, this provision had been negotiated in 2008 and has been in place for a number of years. This provision will now apply to all members in the Canadian Blood Services pension plan.



Extended Health and Dental Benefits

- On May 17, 2012, a settlement was reached between SUN/HSAS and 3sHealth (formerly SAHO). The terms of the Minutes of Settlement are currently before the other healthcare unions (CUPE, SEIU, SGEU and RWDSU) awaiting their approval. If the decision of the other healthcare unions is not acceptable to SUN and HSAS, the lawsuit may resume.
- Currently the Extended Health and Dental Benefit Plan has a surplus of over \$60M; SUN's portion of the surplus is estimated to be \$20M.

Looking Ahead ...

- SUN continues to work towards a resolution to the RCPP negotiations.
- SUN is optimistic we will achieve a successful outcome to the Extended Health and Dental Benefits lawsuit, which will allow for the participants to seek further improvements to the Plan using the fund surplus.

Saskatchewan Federation of Labour (SFL)

- SUN has been a proud member of the SFL since 1996, and plays an active role in the SFL on a number of different levels. SUN is active on the Executive Council, Solidarity and Pride Committee, Education Committee, Collective Bargaining/Strike Steering Committee, and numerous working groups — to only list a few.
- In addition to the SFL committees, SUN dedicates time and resources to SFL conferences and schools, allocating SUN members and staff to facilitate sessions and assist in organizing such events. SUN also sponsors wages to ensure a registered nurse is available during the SFL Kids Camp each year.
- The 57th Annual SFL Convention was held October 31 – November 3, 2012; where 56 SUN members received funding to attend the convention in Regina. Over the course of the three day event, delegates participated in debates on a range of topics including health and safety at work, bullying, homophobia, water policy, improving opportunities for First Nations, Métis, and Inuit people, the economy, and the environment.
- The SFL plays an active role in ensuring the rights of Saskatchewan’s working people are protected through legislation and policies. Throughout the past year the SFL — and its affiliates, such as SUN — has been an active voice for the working people in regard to the changes to Occupational Health and Safety legislation, Essential Services Public Services legislation, and the new *Saskatchewan Employment Act*.
- The SFL works with the Canadian Labour Congress (CLC) on national issues such as expressing concerns around Right to Work legislation and Bill C-377, *An Act to Amend the Income Tax Act*.

Canadian Federation of Nurses Unions (CFNU)

- In September 2012, SUN presented our work on the *Research to Action* project and working with the Synergy Tool for safe staffing, to the CFNU National Executive Board and members of the Internal Council of Nurses (ICN). This presentation was a great opportunity for SUN to highlight our work to national and international audience.
- On January 16, 2013, CFNU supported the Mental Health Commission of Canada’s launch of the *Voluntary National Standard of Canada for Psychological Health and Safety in the Workplace*. The CFNU commended the Mental Health Commission and all the project partners on advancing this important work which recognizes the importance of both physical and psychosocial influences on the psychological health of the workforce.
- Over the past year, the CFNU has been busy working with the CLC advocating against federal issues such as Bill C-377 and the deterioration of union rights. In addition, the CFNU continues to advocate for the renewal of the Health Accord, programs such as Medicare and Pharmacare, protecting and improving the Canadian Pension Plan, affordable housing, anti-poverty legislation, as well as seeking improvements to the social determinants of health.
- SUN continues to support the CFNU’s initiatives and campaigns through promotion of such events to our own membership and key stakeholders. SUN also plays an active role with the CFNU by sitting on advisory committees for research projects and participating with others to provide expert advice on policy positions on topics such as health and safety.

Looking Ahead ...

- SUN looks forward to continuing our work with the SFL, CLC and CFNU on key issues affecting healthcare and labour environments — nationally and provincially — our Union, our members, their families and their communities.
- SUN will continue to play an active role on joint committees, including chairing a SFL Committee.
- To promote the work of SUN, our achievements and initiatives, we will be presenting at various conferences — both nationally and internationally — including the International Council of Nurses (ICN).

Constitution, Bylaws and Resolutions Committee

- The Constitution, Bylaws, and Resolutions (CB&R) Committee consists of Darcee Lapointe (Chair, Local 106 and 224), Pat Smith, (Local 126), Rachel Hyatt-Hiebert (Local 69), Eleanor Lenderbeck (Local 78) and Sandy Keating (Board Liaison). The Committee is supported by Nina Johnson, Executive Assistant.
- The current CB&R Committee has met three times since the 2012 Annual Meeting to review — and recommend approval from the Board of Directors — the submitted Local and SUN District Council Bylaws.
- The Committee updated the Constitution, Bylaws and Positions Statements according to the decisions carried forward from the 2012 Annual Meeting and Board of Directors.
- In January 2013, the Committee met to organize the presentation of the Amendments, Resolutions, and the discussion papers for the 2013 Annual Meeting.

Finance

- Your Finance Committee consists of Rosalee Longmoore – President, Tracy Zambory – First Vice-President, Mark Henderson (Local 75) and Tess Gieg (Local 107); ex-officio member is Executive Director, Donna Trainor.
- The Finance Committee’s role includes making recommendations regarding financial implications of policy and administrative decisions to the Board; formulating annual budgets for submission to the Board; and overseeing expenditures, revenues and investment portfolios.
- In order to carry out these duties, the Committee met three times between April 2011 and March 2012:
 - March 6, 2012: Recommended the Board of Directors accept the Audited Financial Statements.
 - October 22, 2012: Reviewed the draft 2013 budget.
 - December 4, 2012: Recommended approval of draft 2013 budget .



- To ensure SUN's investment policy remains relevant, the Committee met with Trent Tytlandsvik from RBC Dominion Securities, on December 4, 2012, to review SUN's investment portfolio.
- The 2013 Budget was approved on December 13, 2012, with assumptions based on 8,500 members. Details of the 2013 Budget will be discussed during the First Vice-President's report to the Annual Meeting in Regina.
- The Committee met in March 2013, with the Auditor to review the Audited Financial Statements.
- Audited statements can be found starting at page 22 of this publication.

Nominations Committee

- The Nominations Committee consists of Garth Wright (Chair, Local 106), Shannon Mychan (Local 62) and Maureen Waithman (Local 119). The Committee is supported by Deborah Graham (Office Assistant).
- This year, the positions to be elected were President, Second Vice-President, Regional Representatives for Regions 1, 3, 5, and 7, and all Provincial Committees. All nominees were elected to their positions by acclamation with the exception of:
 - Negotiations Committee
 - Public Health Representative (1 position elected by ballot)
 - Saskatoon Base Hospital Representative (1 position elected by ballot)
 - Regina Base Hospitals Representative (1 position to be elected at Annual Meeting)
 - Canadian Blood Services Representative (1 position to be elected at Annual Meeting)
 - Member from the North (1 position to be elected at Annual Meeting)
 - Program Committee (5 positions to be elected at Annual Meeting)

- Due to the acclamation of Tracy Zambory to the position of President, a by-election for First Vice-President will be held during the Annual Meeting.

Program Committee

- The Program Committee consists of Ashly Erhardt (Chair, Local 105), Jill Bouchard (Local 75), Pamela Kanciruk (Local 105), Amanda Jacobson (Local 105), Doreen Sklapski (Local 107 and 126), and Laurelle Pachal (Board Liaison). The Committee is supported by Cheryl Krett (Office Assistant).
- Prior to the 2012 SUN Annual Meeting, the Program Committee developed a survey to determine member involvement in SUN and activities contributing to their Local's success. The Program Committee received an overwhelming number of responses to the survey; results have been compiled into a report and shared at the Annual Meeting.
- The Board of Directors asked the Committee to draft a policy on the use of bottled water at SUN events. The Committee's recommendation is to encourage SUN members and staff to choose filtered tap water over bottled water. The drafted policy also states SUN will not endorse the sales or distribution of commercially bottled water or supply commercially bottled water at SUN meetings or events, where filtered tap water is available.

Management's Responsibility

To the Members of Saskatchewan Union of Nurses:

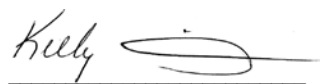
Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian accounting standards for not-for-profit organizations. This responsibility includes selecting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

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

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

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

March 6, 2013



Director, Labour Relations



First Vice-President

Independent Auditors' Report

To the Members of Saskatchewan Union of Nurses:

We have audited the accompanying financial statements of Saskatchewan Union of Nurses, which comprise the statement of financial position as at December 31, 2012, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of Saskatchewan Union of Nurses as at December 31, 2012, and statements of operations and changes in net assets and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Comparative Information

Without modifying our opinion, we draw attention to Note 2 to the financial statements which describes that Saskatchewan Union of Nurses adopted Canadian accounting standards for not-for-profit organizations on January 1, 2012 with a transition date of January 1, 2011. These standards were applied retrospectively by management to the comparative information in these financial statements, including the statement of financial position as at January 1, 2011 and December 31, 2011, and the statements of operations, changes in net assets and cash flows for the year ended and related disclosures. We were not engaged to report on the restated comparative information, and as such, it is unaudited.

Regina, Saskatchewan

March 6, 2013

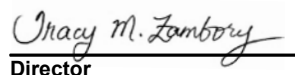
MNP LLP
Chartered Accountants

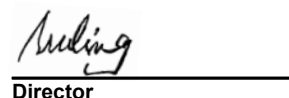
**Saskatchewan Union of Nurses
Statement of Financial Position**

As at December 31, 2012

	2012	2011 (unaudited)	January 1 2011 (unaudited)
Assets			
Current			
Cash	887,777	93,665	64,319
Marketable securities (Note 4)	15,573,971	15,578,312	14,045,873
Accounts receivable	627,017	808,166	40,336
Prepaid expenses and deposits	96,293	97,955	764,665
Inventory	40,949	39,470	108,527
Employee deductions receivable	945	-	208
	17,226,952	16,617,568	15,023,928
Capital assets (Note 5)	777,692	836,109	833,680
	18,004,644	17,453,677	15,857,608
Liabilities			
Current			
Accounts payable and accruals	529,980	1,239,012	458,835
Employee accruals (Note 8)	817,179	590,604	499,527
	1,347,159	1,829,616	958,362
Net Assets			
Appropriated net assets (Note 9)	13,160,478	12,809,645	11,692,969
Available net assets	3,497,007	2,814,416	3,206,277
	16,657,485	15,624,061	14,899,246
	18,004,644	17,453,677	15,857,608

Approved on behalf of the Board


Director


Director

Saskatchewan Union of Nurses Statement of Operations

For the year ended December 31, 2012

	2012 <i>Budget</i>	2012	2011
Revenue			
Member dues	10,233,581	10,665,037	10,312,139
Investments	505,750	416,752	450,400
Unrealized (loss) gain on investments	-	(17,531)	38,073
Other revenue	44,965	31,889	45,728
Total revenue	10,784,296	11,096,147	10,846,340
Expenses			
Salaries and benefits - staff	5,112,563	4,741,916	4,501,772
Salaries and benefits - members	1,803,590	1,338,194	1,621,231
Administration and occupancy (<i>Note 12</i>)	949,976	918,179	927,452
Promotions and advertising	1,364,150	1,015,114	787,351
Amortization	64,800	82,423	81,391
Meetings	326,965	253,107	275,788
Donations	91,200	112,424	91,057
Grants	171,000	79,974	144,806
Affiliations	323,930	336,924	341,368
Professional fees	441,900	584,644	653,977
Travel	481,791	350,120	393,461
Accommodation	482,575	249,704	301,871
	11,614,440	10,062,723	10,121,525
(Deficiency) excess of revenue over expenses	(830,144)	1,033,424	724,815

**Saskatchewan Union of Nurses
Statement of Changes in Net Assets**

For the year ended December 31, 2012

	<i>Appropriated net assets</i>	<i>Available net assets</i>	2012	2011
Net assets, beginning of year	12,809,645	2,814,416	15,624,061	14,899,246
(Deficiency) excess of revenue over expenses	(652,890)	1,686,314	1,033,424	724,815
Transfers from available net assets	1,003,723	(1,003,723)	-	-
Net assets, end of year	13,160,478	3,497,007	16,657,485	15,624,061

**Saskatchewan Union of Nurses
Statement of Cash Flows**

For the year ended December 31, 2012

	2012	2011
Cash provided by (used for) the following activities		
Operating		
Member dues	10,515,777	10,314,366
Operating expenses paid	(4,281,406)	(3,125,309)
Cash paid for salaries and benefits	(5,854,479)	(6,031,926)
Interest received	10,485	11,144
	390,377	1,168,275
Investing		
Net (purchase) disposal of marketable securities	428,136	(1,055,109)
Purchase of capital assets	(24,401)	(83,820)
	403,735	(1,138,929)
Increase in cash resources	794,112	29,346
Cash resources, beginning of year	93,665	64,319
Cash resources, end of year	887,777	93,665

Saskatchewan Union of Nurses Notes to the Financial Statements

For the year ended December 31, 2012

1. Incorporation and nature of the organization

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

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

2. Impact of adopting accounting standards for not-for-profit organizations

These are SUN's first financial statements prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO). The accounting policies in Note 3. have been applied in preparing the financial statements for the year ended December 31, 2012, the comparative information for the year ended December 31, 2011, and the opening ASNPO statement of financial position as at January 1, 2011 (SUN's date of transition to ASNPO).

In preparing these financial statements, SUN has elected not to apply any of the available transitional provisions permitted by CICA 1501 *First-time adoption by not-for-profit organizations* at the date of transition to ASNPO.

The transition to ASNPO has not affected the statement of financial position, statement of operations, statement of changes in net assets, or statement of cash flows previously reported under Canadian generally accepted accounting principles (GAAP).

3. Significant accounting policies

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

Marketable securities

Marketable securities are recorded at fair value. Increases or decreases in market value are reported in the statement of operations as unrealized investment gain (loss).

Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution if fair value can be reasonably determined.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives. Amortization on leasehold improvements is provided using the straight line method over the term of the lease.

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

Revenue recognition

Member dues are recognized in operations in the period to which they apply.

Investment income and other revenue is recognized in operations when earned.

Appropriation

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

Saskatchewan Union of Nurses Notes to the Financial Statements

For the year ended December 31, 2012

Fund accounting

The Organization follows the deferral method of accounting for contributions and reports using fund accounting, and maintains 9 funds: The Operating Fund, Strike Fund, Negotiations Fund, Campaign Fund, Extended Health Benefits and Pension Fund, Legal Assistance Fund, Member Education Fund, Capital Fund, Charter Challenge Fund, and Convention Fund.

- The Operating Fund is used to account for all revenues and expenses related to general and ancillary operations of SUN.
- The Strike Fund is used to fund any strikes in which the union is involved in.
- The Negotiation Fund is used to reduce the financial burden on the yearly budget when entering the negotiations cycle.
- The Campaign Fund is used to reduce the financial burden on the budget while undertaking multi year campaigns.
- The Capital Fund is used to reduce the financial burden on the yearly budget to cover major capital expenditures.
- The Extended Health Benefits and Pension Fund is used to fund legal costs associated with the lawsuit between SUN/HSAS Vs. SAHO regarding the surplus of funds prior to 2004.
- The Membership Education Fund is used to fund members unbudgeted internal or external education opportunities.
- The Legal Assistance Fund is used to fund the legal assistance costs for members.
- The Charter Challenge Fund is used to fund the legal costs associated with the legal challenge of Bills 5 and 6 with regards to the Charter of Rights and Freedoms.
- The Convention Fund is used to reduce the financial burden on the yearly budget to fund members to attend various conventions.

Measurement uncertainty (use of estimates)

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

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

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

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

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues and expenses in the periods in which they become known.

Financial instruments

The Organization recognizes its financial instruments when the Organization becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value.

At initial recognition, SUN irrevocably elected to subsequently measure any financial assets at fair value, SUN has recorded cash and marketable securities at fair value. SUN subsequently measure all other financial assets and liabilities at amortized cost.

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2012

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

Financial asset impairment:

The Organization assesses impairment of all of its financial assets measured at cost or amortized cost. The Organization groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group. Management considers whether there has been a breach in contract, such as a default or delinquency in interest or principal payments in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Organization determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the Organization reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess of revenues over expenses.

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

4. Marketable securities

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

	2012	2011
Cash account	2,033,904	2,884
Guaranteed investment certificates, investment savings account	13,540,068	15,575,428
	15,573,972	15,578,312

5. Capital assets

	Cost	Accumulated amortization	2012 Net book value	2011 Net book value
Land	181,000	-	181,000	181,000
Buildings	889,836	469,549	420,287	437,799
Computer equipment	445,300	355,592	89,708	123,555
Furniture and fixtures	285,189	219,286	65,903	69,874
Leasehold improvements	17,297	7,782	9,515	11,623
Land improvements	24,551	13,415	11,136	12,105
Incorporation costs	704	561	143	153
	1,843,877	1,066,185	777,692	836,109

6. Station 20 loan receivable

In 2009, the Organization provided an interest free loan in the amount of \$250,000 to Station 20 West Development Corporation in Saskatoon. The amount of the loan is to be paid in full on or before August 1, 2016. As a result of its non-interest bearing nature, the loan has been discounted and allowed for in full in 2009. The collectability of the loan continues to be uncertain.

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2012

7. Financial instruments

It is management's opinion that the Organization is not exposed to significant risk due to the nature of its financial instruments as follows:

Credit concentration

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

Interest rate risk

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

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

8. Employee accruals

Accrued employee benefits consist of the following:

	2012	2011
Vacation pay	400,921	339,146
Overtime pay	75,975	69,912
Retiring allowances	340,254	180,930
Other	30	616
	817,180	590,604

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

9. Appropriated net assets

	Balance, beginning of year	Net expenditures	Transfers	Balance, end of year
Strike fund	4,197,624	309,723	-	4,507,347
Negotiations fund	1,854,996	31,025	-	1,886,021
Campaign fund	2,646,864	(768,714)	1,003,723	2,881,873
Extended health benefits and pension fund	408,431	(20,719)	-	387,712
Legal assistance fund	250,000	-	-	250,000
Member education fund	707,565	21	-	707,586
Capital fund	1,580,531	17,500	-	1,598,031
Charter challenge fund	402,501	(126,793)	-	275,708
Convention fund	761,133	(94,933)	-	666,200
	12,809,645	(652,890)	1,003,723	13,160,478

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2012

10. Commitments

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

2013	183,863
2014	168,696
2015	151,074
2016	121,437
2017	10,106
	635,176

11. Budget information

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

12. Administration and occupancy expenses

Administration and occupancy expenses are comprised of the following:

	2012	2011
Office rent and utilities	169,954	154,200
Telephone	95,651	97,554
Postage	116,320	93,695
Office supplies	63,497	68,261
Equipment rentals	93,279	99,680
Contract services	184,356	144,311
Repairs and maintenance	62,408	153,990
Property taxes	21,130	20,665
Books and subscriptions	41,373	39,321
Miscellaneous	27,748	16,716
Insurance	26,264	26,409
Courier	16,199	12,650
	918,179	927,452

13. Capital management

Management's objectives in managing capital is to safeguard the organization's ability to carry on business so it can continue to deliver its programs and services to its members, currently, and in the future. The Organization's capital consists solely of its net assets and there are no external restrictions on them. Management has identified risk areas, as disclosed in Note 7, to the financial statements, where it is desirable to ensure funds are available for specific purposes. It ensures availability by appropriating its net assets based on its best estimates of future costs that may be associated with those identified risks. While formulas are used to determine the amount appropriated, the Board annually assesses the resultant amounts based on current circumstances and other operational information available to it. In order to ensure achievement of its objectives, management has invested in marketable securities in a conservative manner so as to preserve capital and provide sufficient earnings to off set inflationary increases and other economic risks.

14. Comparative figures

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



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