



39th SUN Annual Meeting Agenda

Queensbury Convention Centre at Evraz

DON'T FORGET Your SUN Membership Card!

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

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

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

Bylaw 3.02 – A tentative agenda for the Annual Meeting will be printed in the Annual Meeting issue of SUNSpots. A final agenda, if different than the tentative agenda, shall be available at the Annual Meeting prior to the vote on adoption of the agenda.

SUBJECT TO CHANGE

TUESDAY, April 23

Queensbury Convention Centre, Salon 3

1900 – 2200

Welcome Reception

WEDNESDAY, April 24

Queensbury Convention Centre, Salon B

0730 – 0900

Registration

0800 – 0845

Constitution, Bylaws and Resolution Committee – First Time Delegate Orientation

0900 Call to Order

O Canada Video

Announcements

Greetings from City of Regina

Appointment of Credentials Committee and Scrutineers

Introductions: Board of Directors, SUN Staff, Planning Committee, Guests, Parliamentarian

WEDNESDAY continued

Credentials Committee Report

Approval of Agenda

Approval of Minutes

Business Arising from Minutes

Disposition of 2012 Resolutions

President's Report and Address

New Policies Adopted by the Board of Directors

New Position Statements

Adopted by the Board of Directors

Announcement of Vacant Positions – Nominations Committee

1015 Refreshment Break

1045 First Vice-President's Report

Auditor's Report

Executive Director's Report

1130 Lunch

1300 Keynote speaker: TBA

1345 Lifetime Membership Presentation

Leadership Awards Presentation

1445 Refreshment Break

1515 Director, Patients and Families First & Government Relations Report

1600 Adjournment

1830 **Banquet:**
Queensbury Convention Centre,
Banner Hall

Theme: Rider Nation on Location

Cash Bar opens at 1800

April 24, 25, 26, 2013

Place, Regina

THURSDAY, April 25

Queensbury Convention Centre, Salon B

- 0830 Registration
- 0900 Call to Order, Announcements
Linda Silas, CFNU President
Credentials Committee Report
Bargaining Committees Report
Director, Labour Relations Report
2013 Membership Survey Report
Committee Reports
- Nominations Committee
 - Program Committee
 - Constitution, Bylaws and Resolutions Committee
- 1030 Refreshment Break
- 1100 Larry Hubich, SFL President
Constitution, Bylaws and Resolutions continued
- 1145 Lunch
- 1315 Constitution, Bylaws and Resolutions continued
- 1445 Refreshment Break
Constitution, Bylaws and Resolutions continued
- 1700 Adjournment

FRIDAY, April 26

Queensbury Convention Centre, Salon B

- 0830 Registration
- 0900 Call to Order, Announcements
TBA
Credentials Committee Report
Constitution, Bylaws and Resolutions continued
- 0945 TBA
Candle Lighting in recognition of members who have lost their lives over the past year – Presented by Denise Dick, Region 4 Representative
- 1015 Refreshment Break
- 1045 Constitution, Bylaws and Resolutions continued
- 1130 Lunch
- 1300 Unfinished Business
New Business: Items submitted for Open Forum Discussion
New Business continued
Announcement of 2014 Annual Meeting – April 30, May 1, 2, Yorkton – Gallagher Centre
Election Results: Introduction of Board of Directors – Nominations Committee
Presidential Address
Adjournment

Resolutions

Urgent Resolutions will be accepted until the end of business day, April 24, 2013. Forms are available at the head table.



“Change” has been the dominant theme over the past twelve months and is undeniably this year’s defining characteristic.

In health care we are seeing substantial changes throughout the system with the application of Lean as a strategy to address a growing population and their health care demands. Wholesale change on such an extensive scale has not been attempted in any other jurisdiction before and with this comes both opportunities and challenges. New models of care are being explored and implemented, while facilities across the system are seeking out ways to cut costs and reduce waste — all of which will undoubtedly affect our professional practice and workplace environments.

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 new Act has the potential to shift the way unions operate and will impact how members are represented in the workplace and at the bargaining table.

The face of SUN’s membership is also changing. The average age of registered nurses in the province is steadily becoming younger and we are growing in cultural diversity. As many registered nurses prepare for retirement, new graduates and more aboriginal and internationally educated nurses are entering the workforce.

The SUN Board of Directors has made it a strategic priority to ensure we are supporting our members through all of this change.

In April 2012, we embarked upon a groundbreaking Tripartite Partnership Agreement with the Government of Saskatchewan and all the Regional Health Authorities (RHAs), which was negotiated concurrently with a new two-year SUN/SAHO Collective Agreement. The Tripartite Agreement has given SUN the opportunity to have ongoing, collaborative discussions about issues of key importance to frontline registered nurses. It is a unique forum to address labour relations and professional practice issues and ensures registered nurses have a voice and an opportunity to provide input throughout the health care transformation process.

A focus on the importance of optimizing the role of the registered nurse in the delivery of safer, higher quality patient- and family-centred care was a priority in 2012. Membership workshops throughout the year were targeted at empowering registered nurses to utilize their expert training and knowledge, provincial legislation, and the nursing process to enhance their role in the workplace.

We continued our leadership role in advancing the principles of patient- and family-centred care

(PFCC) throughout this past year. Once again we united health care professionals, policy makers, researchers, students and patient advocacy groups from across Canada and abroad for two one-day seminars in May 2012 at our Innovators Conference held in Saskatoon in September.

January 2013 marked the end of the first year of the *Making the Difference* campaign. Benchmark numbers from an October 2012 public survey demonstrated that the campaign has been successful in raising awareness about the critical role registered nurses play in the health system and that our message of “Expert Training – Expert Care” is being heard.

A single constant in this sea of change is SUN’s unwavering commitment to the fundamental work we perform on behalf of our membership each and every day. This is at the heart of everything we do.

Staying responsive to constant change enables us to continue to support our members in their professional practice and work lives every step of the way.

SUN will continue to be a leader and respected voice of reason among our peers, affiliates, partners and government. We will continue to strengthen and leverage our unique position of influence in advocating for positive improvements to health care that will truly facilitate better, safer and higher quality care for all of Saskatchewan’s residents. We will continue to resist regressive changes in policy, legislation and funding that threaten the health and wellbeing of our population. These are the core values of SUN as a union and these are the principles that define who and what registered nurses are — as individuals and as a profession. We are advocates in every sense of the word — advocates for a healthier society; advocates for our patients and families; and advocates for a better health care system for all.

SUN’s journey began almost 40 years ago. This is my last opportunity to report on the past year of my journey as President. It has been an honour to serve an organization and its membership who work with such integrity and pride. Change in leadership opens the door for new ideas and opportunities. I know that all of you will support new leadership with the same respect and professionalism that I have received.

Solidarity my friends!
Rosalee Longmoore, RN

Climate Goals

Collectivity

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

Democracy

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

Equality

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

Honesty, Integrity

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

Caring, Compassion and Social Justice

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

Rules and Privileges

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

NOTE: The "Parliamentary Procedures" and "Parliamentary Procedures Chart" will be located in the table binder at the Annual Meeting.

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

Harassment Divides the Union

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

Harassment Hurts People

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

When a Joke is Not a Joke

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

What to Do

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

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

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

Equality and Solidarity

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

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

Solidarity Pins

In September 2008, SUN initiated the Membership Recognition Program in the form of Solidarity Pins, to recognize members at the Local and SUN District Council (SDC) levels for their commitment to SUN and the work of the Union.

Individuals nominated by a minimum of two (2) of their fellow SUN members are recognized for demonstrating the following qualities:

- Local or SDC officer who has served or represented members for more than two years.
- Motivates members about Union activities.
- Is diligent in providing SUN members with information about SUN's issues/events/activities and dialoguing with members.
- Demonstrates fairness and equity in conducting affairs.
- Understands and is committed to Union principles.
- Promotes contract compliance within the Local and/or District.
- Gathers and represents member's views at the Annual Meeting and/or Bargaining Conference.

Do you know someone who possesses these attributes? Consider nominating them — talk to your Local and/or SDC today for more information.

2012 Recipients

The following SUN members were recognized throughout 2012 for their contributions to the Union by their SUN District Council (SDC) or Local.

Local 31:

Donna Beatty, Sharon Buchinski, Joy Miller, and Laurie Stepan

Local 126:

Anita Deol and Sandra Zerr

Thank you for your dedication and support. Your commitment to SUN is what defines our strength.

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

Robert’s Rules of Order – Just the Basics

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

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

Basic Principles

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

Role of the Presiding Officer

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

General Procedure for Handling a Motion

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

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

General Rules of Debate

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

A Quick Reference Guide for Motions

MOTIONS IN ORDER OF PRECEDENCE

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

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

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

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

MOTIONS WITH NO SPECIAL ORDER

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

ROLE OF THE PARLIAMENTARIAN

The parliamentarian is a consultant whose role is purely an advisor and resource person for the chair and the meeting. Duties include: respond to questions of clarification about Rules of Order either by the chair or the assembly; discreetly draw to the attention of the chair any errors in following the Rules of Order; and acts as an expert on the Rules of Order to help facilitate the business of the assembly.

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

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

Proposed Constitution Amendment

1. Amend Article 2 – Objectives by deleting and replace with new.

ARTICLE 2 – OBJECTIVES

- 2.01 To represent and speak for Union members, both individually and collectively.
- 2.02 To advance the social, economic and general welfare of Union members.
- 2.03 To negotiate progressively better conditions of employment and to enforce the collective agreement between the Union and employers.
- 2.04 To further the knowledge of Union members, through education and research, in all things related to their social and economic welfare.
- 2.05 To promote unity among Union members.
- 2.06 To actively pursue the organization of those nurses eligible for membership who are not already affiliated with a trade union.
- 2.07 To regulate relations between Union members and their employers.
- 2.08 To promote effective communication with employers.
- 2.09 To develop and maintain cooperative relationships with other nurses' organizations.
- 2.10 To pursue mutually beneficial working relationships with other unions in the health care field and the organized trade union movement.
- 2.11 To actively promote a clear understanding by the public of the role of the nurse and the union in our society.
- 2.12 To promote the highest standard of nursing practice and health care.
- 2.13 To promote and support progressive health care and social legislation including adequate funding for health care.

If amended:

ARTICLE 2 – OBJECTIVES

1. To represent and speak for SUN members, both individually and collectively through:
 - advancement of the social, economic and general welfare of SUN members;
 - affiliation with the CFNU, CLC, SFL and District Labour Councils;
 - promotion of the highest standard of registered nursing practice and health care;
 - promotion and support of progressive health care and social legislation including adequate funding for health care.

2. To actively promote a clear understanding of the role of the registered nurse through research, education, communication and public relations.
3. To support effective relations between SUN members and Employers in order that the integrity of collective agreements is maintained and practice environments are healthy and safe.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

Proposed Bylaw Amendments

2. Amend Bylaw 5.05.1 xi) b) by changing “Be the Vice-President” to “Be a Vice-President”.

If amended

The President

- 5.05.1 The President oversees the affairs of the Union and shall:

- xi) a) Be the representative of the Union on the Canadian Federation of Nurses' Unions National Executive Board;
- b) Be a the Vice-President to the Executive Council of the Saskatchewan Federation of Labour.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

3. Amend Bylaw 5.05.2 by deleting xii) and add as new.

- 5.05.2 The First Vice-President shall:

- xii) Be a Vice President to the Executive Council of the Saskatchewan Federation of Labour.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

4. Amend by deleting Bylaw 6.12 and renumber.

~~6.12 Upon the application of a Local, the Board may appoint a Local Negotiations Committee from among the members of such Local nominated by the members thereof. Such Local Negotiations Committee shall be empowered to negotiate with respect to Local matters. Where, as a result of Local negotiations, any changes or additions are proposed to collective agreements entered into by the Union, such changes or additions must be approved by the Board before becoming effective. The Local shall have the right to appeal this decision to~~

the next Annual Meeting or to a special meeting of the Union.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

Proposed SUN District Council Bylaws Amendments

5. Amend SDC Bylaw 4.01 by changing the date that SUN District Councils shall hold an annual meeting.

If amended

The SUN District Council shall hold an annual meeting with all members in the District prior to November 30th between **September 1st and October 31st** of each calendar year for the purpose of receiving the annual reports of the officers and committees for the previous business year, and transacting such other business as may be brought before it.

Rationale: SUN District Council fiscal year is October 1 to September 30. Consistency with SUN Local Bylaw 4.01. SDC grants submissions need to be submitted no later than October 31 and must include the minutes of SDC annual meetings as per SUN Bylaws 9.08.

Joyce Taylor, Local 99 & Pat F. Smith, Local 126

___ Carried ___ Amended ___ Defeated

6. Amend SDC Bylaw 4.01 by deleting "all".

If amended

The SUN District Council shall hold an annual meeting with all members in the District prior to November 30th for the purpose of receiving the annual reports of the officers and committees for the previous business year, and transacting such other business as may be brought before it.

Constitution, Bylaws & Resolutions Committee

___ Carried ___ Amended ___ Defeated

Proposed Local Bylaws Amendments

7. Amend Local Bylaw Prototype 5.02 by adding as new iii) and renumbering.

iii) The Occupational Health and Safety Representative(s) will be elected at the Annual Meeting.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

8. Amend Local Bylaw Prototype 6.05 by adding as new and renumbering.

Occupational Health and Safety Representatives

Members of each facility/agency represented within this Local shall elect, or the Local shall appoint, one or more

representative(s) to each facility/agency Occupational Health and Safety Committee. The representative is responsible for carrying out duties as prescribed in The Occupational Health and Safety Act and Regulations. The representative will report at Local meetings. In the absence of the elected Occupational Health and Safety Representative, the elected representative or the Local may appoint an alternate to attend a meeting as SUN's representative.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

9. Amend by deleting Local Bylaw Prototype 7 and renumber.

~~BYLAW 7 – NEGOTIATIONS COMMITTEE~~

~~7.01 – Upon the request of a local, the SUN Board of Directors may appoint a local Negotiations Committee. The committee members shall be chosen by and from the members of the Local.~~

~~7.02 – Such local Negotiations Committee shall be empowered to negotiate with respect to local matters.~~

~~7.03 – The Local Memorandum of Agreement must be ratified by a majority of votes cast by members present at a meeting of the Local. Such vote may be by show of hands or by secret ballot.~~

~~7.04 – Where, as a result of local negotiations any changes or additions are agreed to, these changes must be approved by the SUN Board of Directors before becoming effective.~~

~~7.05 – The Local's Memorandum of Agreement with its employer shall be signed and entered into by the Saskatchewan Union of Nurses as the contracting party on behalf of the members affected.~~

~~7.06 – Any such Local Memorandum of Agreement shall also be signed by one (1) or more representatives of such local on behalf of its members.~~

~~7.07 – Any disagreement between the Saskatchewan Union of Nurses' representative(s) and the local as to whether any such Memorandum of Agreement should be entered into shall be resolved by the SUN Board of Directors. The Local shall have the right to appeal this decision to the next Annual Meeting or to a special meeting of the Union.~~

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

Proposed Policy Amendments

10. That new Board Policy be developed to establish a process for selection of representation at international conferences/events.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

11. That Board Policy 009-B-2007 be amended to include under September to send a call for expression of interest for SFL committees in even years.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

12. That new Membership Policy be developed to provide guidance of exceptional travel circumstances that does not exceed funding available.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

13. That new Membership Policy be developed regarding the use of bottled water, potable water and tap water with intent that policy would allow some choice.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

14. That existing Membership Policy 006-M-2007 (Legal Assistance for Disability Appeals) be amended to reflect that funding is to appeal a denial of disability benefits to the Court of Queen's Bench and that legal counsel will be paid upon receipt of the invoice from the lawyer retained by the member.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

15. That existing Membership Policy 007-M-2007 (Legal Assistance Fund for Professional Associations Referrals) be amended to reflect that reimbursement for legal counsel will be paid upon receipt of the invoice from the lawyer retained by the member.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

16. That existing Membership Policy 030-M-2007 (Social Support) be amended to reflect that the annual community donation may be allocated between two or more community projects.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

17. That existing Membership Policy 031-M-2007 (President, First Vice President Relocation) be amended to reflect that:

- Where elected officers establish a residence in Regina:
 - Accommodation allowance will reflect the most recent CMHC one-bedroom apartment rent
 - Internet in the residence will be paid based on 001-B-2007
 - Utility costs will be paid based on a one bedroom apartment

- Damage deposit is the responsibility of the member retaining the accommodation
- A one-time relocation allowance to move or buy furniture up to \$3000 will be paid upon submission of receipts
- Hotel accommodation will be arranged by SUN for up to 60 days while member is securing a residence
- Where daily commuting is considered — costs shall not exceed the funding for a one-bedroom apartment
- Costs to be reviewed annually coincident with budget preparation

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

18. That existing Membership Policy 035-M-2007 (SDC Grants) be amended to define the criteria to receive additional SDC funding by submitting a request to the First Vice President. The request must include activity proposal with a short description of event including location, date, topic and expected expenditures.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

19. That existing Membership Policy 038-M-2007 (Expense Reimbursements) be amended as follows:

- That annual meeting planning committee funding reflect that if there is more than six members on the committee, that the funding allocation may be divided amongst those members.
- Under Internal/External Education to reflect that accommodation for each event will be determined by the board and communicated to locals.
- For events that are not provided for in policy, the Board of Directors shall determine funding provisions and will communicate same to locals.
- Under Travel a) and c) to reflect that the travel in excess of 50 kilometers be travel one-way.
- Include provision where "travel in lieu of hotel" arrangements are desired, arrangements must be confirmed with the First Vice President in advance and such reimbursement will be limited up to the cost of the hotel.
- Remove reference under annual meetings/bargaining conference to specific sites in the North.
- To expand internal/external education to reflect expanded funding for the North under Travel f).
- SDC reimbursement section to reflect the inclusion of SDC Treasurers annual workshop.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

20. That existing Membership Policy 043-M-2009 (Sector Designations) be amended to reflect the process for determining member representation when employer movement of members within a program occurs, and further be amended to delete the paragraph referencing self-identification of sectors.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

21. That existing Membership Policy 045-M-2010 (SUN Scholarships) be amended to reflect the parameters of the SIAST scholarship program which means that SUN is able to set criteria for the scholarship selection and SIAST makes the selection based on that criteria.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

Proposed Position Statement Amendments

22. That the Auxiliary Health Care Workers Position Statement be deleted.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

23. That the Discrimination, Racism and Employment Equity Position Statement be amended by deleting the last two paragraphs.

If amended

Discrimination, Racism and Employment Equity

The Saskatchewan Union of Nurses believes that it is the right of all its members to work in an environment that promotes dignity and respect for everyone. SUN opposes the act of racism which may be defined as a set of practices that subordinates people because of their color, physical features or ethnic background.

To practice racism, one group must have social, economic or political power over another group. This power is used to exclude or restrict the other group's access to housing, jobs, education, participation in an organization, or respect. SUN is committed to working towards the goal of having all workplaces free of harassment and discrimination with a zero tolerance level. This will be achieved by:

- A commitment to provide a positive and inclusive environment for all constituents within the membership. The Union will work to promote respect for aboriginal people, people with disabilities and diversity of race, culture, religion and sexual orientation.
- Assisting in the prevention and resolution of incidents of discrimination and racism through support and information to identify and effectively resolve incidents of racism and discrimination.

- Policies, activities and structures that reflect its commitment to equality for all members, including employment equity programs.

Employment Equity

Employment Equity is a program designed to achieve a work force which represents, at all levels, the diverse population it serves. This initiative seeks to develop a workplace that is fair to all and supportive of diversity among staff. It will provide for examination and removal of all types of barriers to employment and advancement opportunities to ensure that no one is denied employment or advancement opportunities for reasons unrelated to their ability to do the job. An Employment Equity strategy will help to meet the needs of a diverse population and better represent the public it serves by increasing access to the different talents and skills throughout the province.

Women, visible minorities, aboriginal people, and persons with disabilities have been under-represented or disproportionately represented in the labour force, and therefore these four groups have been designated for Employment Equity programs. While many employment equity initiatives have been designed specifically to benefit these four groups, employment equity programs and related changes will have positive results for everyone, ensuring equal access to employment and advancement opportunities for all individuals in the future.

Component of employment equity will include efforts to:

- at all levels, represent and reflect the diverse population the organization serves;
- value diversity and be free from adverse discrimination;
- identify and remove barriers which restrict or inhibit members of designated groups from being employed, advanced or educated in the organization;
- act to redress existing employment imbalances and disadvantages.

SUN endorse and support the five major components of the Canadian Labour Congress (CLC) Campaign Against Child Labour -- Awareness Raising, Information Gathering, Local Mobilizing, Political Action and Supporting Partner Initiatives.

The Saskatchewan Union of Nurses endorses the Campaign for Press and Broadcasting Freedom which includes:

- providing a forum for the independent monitoring and tracking of media conglomerates;
- launching a legal challenge to overturn the recent takeover of the Southam newspaper chain by Conrad Black's Hollinger Inc;
- documenting the impact of media concentration and commercialization on the quality of reporting and on the range of opinions expressed in the media;
- proposing concrete legislative measures to curtail the power of the big media monopolies and ensure corporate responsibility;

- promoting and defending public service broadcasting and alternative forms of media ownership as effective counterweights to the increasing concentration of media power in private hands;
- building alliances and sharing information with individuals, media workers and public interest organizations concerned about the lack of freedom and accountability in the media;
- empowering Canadians to challenge corporate control over the media by providing them with information, tools, targets and strategies they can employ in their own communities;
- promoting ways for people to access new and existing media outlets to ensure the widest range of perspectives can be expressed.

SUN Board of Directors

___ Carried ___ Amended ___ Defeated

Proposed Business Resolutions

24. That SUN provide one time funding of up to \$500 to each local for the purchase of a laptop computer.

Rationale: Similar funding to previous fax grant. Can be used for presentations to new members, record keeping by local executive, email communications with members and provincial office. Paperless is greener. Scan vs. faxing.

SUN Local 033

___ Carried ___ Amended ___ Defeated

Proposed Negotiations Considerations

Article 7

25. That language be bargained to more clearly indicate that Field Hours applies to all aspects of work not just direct client care.

Rationale: public health nurses have been told that they can only perform “direct client care duties” outside of regular office hours. Other aspects of our job (non-direct client work) such as charting, planning, etc. cannot be done outside regular office hours. Employers are basing this on the wording of “client needs” in Article 7.26 a).

Vivian Petryna, Local 276 & Leeann Potetz-Moore, Local 276

___ Carried ___ Amended ___ Defeated

26. That improvements be made to the standards related to OTFT members' hours of work, premium pay entitlement weekends worked, waiting periods for benefits and pension to be more in line with FT.

Rationale: to stop employers from abusing/taking advantage of OTFT in regard to worked hours vs. paid hours. To retain registered nurses. Keep registered nurses in the workforce by

making OTFT work proportionately equitable for those who are OTFT and those who prefer to have lives better suited to FT work.

Maureen Bartel, Local 150 & Kathy Williams, Local 82

___ Carried ___ Amended ___ Defeated

27. That language be developed to ensure that current schedules are available at all times on the unit to simplify assurance of known staffing and where to start if someone is missing or replacing is required, or shifts are being awarded counter to current agreement or to other unions. A month end schedule revealing completed schedule and changes shall be available to the Union at all times.

Rationale: transparency. Protect the work of the union and seniority/rights of members.

Maureen Bartel, Local 150 & Kathy Williams, Local 82

___ Carried ___ Amended ___ Defeated

28. That language be developed to ensure that the work schedules must show all SUN positions in the unit — including vacant lines, incumbents line if on leave (type of leave need not be identified) and notation of its distribution, i.e. casual or temp.

Rationale: transparency. Clarity of distribution of the work of the union, i.e. vacant positions have been “lost” for periods of time or filled with other unions without being noticed.

Maureen Bartel, Local 150 & Kathy Williams, Local 82

___ Carried ___ Amended ___ Defeated

29. That the Employer ensures that there is a current paper copy of the RN schedule available to RNs at all times at the Nursing Station.

Rationale: in cases when computers are not working, need to be able to access schedule in emergency situations. Also to be able to check if changes in schedule from master rotation.

SUN Local 078

___ Carried ___ Amended ___ Defeated

Article 8

30. That language be bargained that Employers shall provide relief coverage and/or cancel services for vacation provisions or language that RNs are not expected to compensate for services not provided while on vacation nor should fellow full time employees have to absorb the duties of a vacationing fellow employee.

Rationale: public health nurses are currently expected to compensate for clinic time missed while on vacation by doing extra clinics before going on vacation or doing extra clinics upon return from vacation. This practice defeats the purpose of vacation. We need language to better support us on this.

Vivian Petryna, Local 276 & Leeann Potetz-Moore, Local 276

___ Carried ___ Amended ___ Defeated

31. That language be bargained to protect “the covering RNs” who are left dealing with their own full time workloads plus having to cover for the sick employee.

Rationale: public health nurses are not replaced for sick time. We have no language stating that employers have to cover sick employees and we have no language limiting or controlling the burden placed on the covering RNs.

Vivian Petryna, Local 276 & Leeann Potetz-Moore, Local 276

___ Carried ___ Amended ___ Defeated

32. That language be changed in Overtime Premium article so that overtime premium starts when members exceed full time paid hours, not full time worked hours.

Rationale: OTFT members do not receive overtime until full time hours are worked, if they have paid leave such as vacation, sick time, family leave in an averaging period, they do not get overtime until they work the number of hours equal to the hours of leave time.

Randa Schikosky, Local 101 & Jan More, Local 101

___ Carried ___ Amended ___ Defeated

Article 15

33. That the date be changed for when annual vacation requests have to be submitted.

Rationale: It is very difficult to get it ready for February 1st of the year, those of us with children do not have a school schedule for the following year yet. Am just recovering from Christmas season and have not yet turned mind to planning next year's vacation.

Kathleen Rose, Local 126 & Pat F. Smith, Local 126

___ Carried ___ Amended ___ Defeated

Article 18

34. That employees who have accrued maximum sick time benefits get a yearly bonus for not using sick days. Payable as a lump sum yearly payment equal to \$1.00 per hour per accrued sick time credits which would be \$1520.00.

Beryl Robinson, Local 21 & Susan Calcraft, Local 21

___ Carried ___ Amended ___ Defeated

Article 28

35. That retired nurses in Saskatoon be allowed to work casual.

Marg Stewart, Local 126 & Sandy Zerr, Local 126

___ Carried ___ Amended ___ Defeated

36. That a member who terminates all positions with the employer and who chooses to access their pension, and who secures employment with the employer within a year, shall have access to all benefits as listed in Article 48.02 with the exception of seniority. Their hire date shall be reset to the date they are rehired by the employer after accessing their pension.

Don Yates, Local 259 & Blaine Winterhalt, Local 259

___ Carried ___ Amended ___ Defeated

Article 53

37. That vision coverage and dental coverage (orthodontics) increases. And further that consideration be given to bargaining for a “health spending account”.

Rationale: vision and dental coverage have been at the same rate forever when prices have increased significantly. A health spending account would open the door better for person-specific needs.

Vivian Petryna, Local 276 & Leeann Potetz-Moore, Local 276

___ Carried ___ Amended ___ Defeated

Long Service Recognition

38. That the Negotiations Committee look at Article 2413 of the current MNU agreement “Pre-Retirement Leave” as a method of achieving a retirement benefit for service provided.

Rationale: We have tried to get a portion of unused sick time paid out on retirement but have been told it discriminates against those that need to use their sick time. We already have a 2% long service recognition amount. This would be a retirement amount that acknowledges our years of service without discrimination.

SUN Local 078

___ Carried ___ Amended ___ Defeated

Pro Forma Letters

39. That language be developed to secure provision of Letters of Appointment and distribution of copies of pro forma letter. Include FT and OTFT.

Rationale: prevent/reduce manipulation by employer. Article 37.06 only refers to OTFT and it appears that the pro forma letter also refers to OTFT. In a recent hire, the manager placed the hire into a job that didn't exist and not the one she applied for. Copies of Letters of Appointment would have helped to expose this.

Maureen Bartel, Local 150 & Kathy Williams, Local 82

___ Carried ___ Amended ___ Defeated

Nominations for the 2013 SUN Elections closed on January 15, 2013. Thank you to everyone who allowed their name to stand for nomination.

Elected By Acclamation

BOARD OF DIRECTORS

Elected for a two (2) year term

- President: Tracy Zambory, Local 49.1, Newhope Pioneer Lodge, Stoughton, Southeast District
- Second Vice-President: Paul Kuling, Local 101, St. Paul's Hospital, Saskatoon, Saskatoon District
- Regional Representative, Region #1: Barb Fisher, Local 62, Victoria Hospital, Prince Albert, Prince Albert District
- Regional Representative, Region #3: Jason Parkvold, Local 43, Yorkton Mental Health, Yorkton, East Central District
- Regional Representative, Region #5: Leslie Saunders, Local 49, Fillmore Health Centre, Fillmore, Southeast District
- Regional Representative, Region #7: Fred Bordas, Local 224, Regina District Home Care, Regina, Regina District

PROVINCIAL COMMITTEES

Elected for a two (2) year term

Constitution, Bylaws And Resolutions Committee

- Rachel Hyatt-Hiebert, Local 69, Cypress Regional Hospital, Swift Current, Swift Current District
- Darcee Lapointe, Local 106 Regina General Hospital, Regina, Regina District
- Local 224, Regina Healthline, Regina, Regina District
- Kushal Kumar Sharma, Local 107, Saskatoon City Hospital, Saskatoon, Saskatoon District
- Patricia F. Smith, Local 126, Jubilee Residences, Saskatoon, Saskatoon District

Finance Committee

- Teresa Gieg, Local 107, Saskatoon City Hospital, Saskatoon, Saskatoon District
- Mark Henderson, Local 75, Royal University Hospital, Saskatoon, Saskatoon District

Nominations Committee

- Shannon Mychan, Local 62, Victoria Hospital, Prince Albert, Prince Albert District
- Maureen Waithman, Local 119, Golden Acres Nursing Home, Wynyard, Living Sky District
- Garth Wright, Local 106, Regina General Hospital, Regina, Regina District

Provincial Negotiations Committee

- Regional Hospitals: Maureen Arseneau, Local 68, Moose Jaw Union Hospital, Moose Jaw, Moose Jaw-Thunder Creek District
- Community Based Facilities: Charlene Falkiner, Local 78, Kamsack Hospital, Kamsack, Assiniboine Valley District
- Integrated Facilities: Elaine Janzen, Local 113, Coronach & District Health Centre, Coronach, South Central District
- Home Care: Lenore McMillan, Local 220, Battlefords & District Home Care, North Battleford, Battlefords District

- Long Term Care: Yvonne Hotzak, Local 43, Yorkton, DNH, RHC, Anderson Lodge and Lakeside Nursing Home, Yorkton, East Central District; Local 101, St. Paul's Hospital, Saskatoon, Saskatoon District; Local 238, Norquay Health Centre, Norquay, Assiniboine Valley District
- Extendicare: Cheryl Whitehead, Local 99, Extendicare Moose Jaw, Moose Jaw, Moose Jaw-Thunder Creek District
- Mental Health: Don Yates, Local 259, Saskatchewan Hospital and Battlefords Mental Health Centre, North Battleford, Battlefords District

To Be Elected By Ballot

The following positions will be elected by mail-in ballot. See page 17 of this publication for each candidate's position statement.

Saskatoon Base Hospitals

One (1) to be elected

- Janet Dziadyk, Local 75, Royal University Hospital, Saskatoon, Saskatoon District
- Kim Lato, Local 107, Saskatoon City Hospital, Saskatoon, Saskatoon District

Public Health

One (1) to be elected

- Donna Mann, Local 257, Saskatoon District Public Health & other Community Nurses, Saskatoon, Saskatoon District
- Leeann Potetz-Moore, Local 276, RHD, Public/Mental Health Services & STD Clinic, Regina, Regina District

Ballots must be received at the Regina SUN office by 1630 hours, April 12, 2013 (Bylaw 4.13).

For Election During Annual Meeting

The following positions will be elected during the Annual Meeting.

Bi-Election Board of Directors

- First Vice-President

Program Committee

- Five (5) to be elected

Provincial Negotiations Committee

- Regina Base Hospitals – one (1) to be elected
- Canadian Blood Services – one (1) to be elected
- Member from the North – one (1) to be elected

Election dates and times will be announced during business portion of the 2013 Annual Meeting in Regina.

Provincial Negotiations Committee Candidate Position Statements

The following candidates are to be elected by mail in ballot.

POSITION: Saskatoon Base Hospital Representative

Jan Dziadyk – Local 75

I would like to join our negotiating team.

I am a registered nurse, graduated in 1979. I have been working in the Saskatoon Health Region for the last 33 ½ years at Royal University Hospital and now some at St. Paul's Hospital as well. I began my career working as a staff nurse on neurosurgery/ neurology/ ophthalmology ward. Through the years I have worked full time as well on general surgery, gynecology, urology, wards and as well for 2 years I floated full time to ICU, med. wards, NICU, peds, orthopedics. In the last 7 years I have been a patient care supervisor with ACAS, attempting to facilitate too many patients into too few beds.

I have also been a ward rep for the various wards I have worked on for the last 25 yrs. and also became local union secretary for approximately 12 years.

I would like this opportunity.

Kim Lato – Local 107

Having over 24 years of combined nursing experience, my career started as a diploma nurse on an acute care pediatric ward in Regina where I worked for 11 years fulltime.

After obtaining a BScN, I spent 7 years fulltime as a public health nurse in Regina. I completed a nurse practitioner certificate and I am currently employed fulltime as a RN(NP) in Saskatoon for 6 years now.

Over my many years, I have significant and varied experience in acute care and in community nursing as a registered nurse and as a nurse practitioner. My SUN involvement has been active; a member at large, attending annual general meetings, special interest SUN gatherings and recently, the recipient of a 2012 SUN Innovators Grant.

My extensive experience in many aspects of nursing along with union involvement will bring benefit to the negotiation committee and to all the registered nurses that I will represent.

POSITION: Public Health Representative

Leeann Potetz-Moore – Local 276

I have been a Public Health Nurse for over 20 years in Regina. Over my career, I have had the opportunity to represent SUN in many ways. I was dorseyed into SUN and was part of the bargaining committee that merged all of our contracts into one. I have been actively involved with my local throughout the years and am currently the president. I was also on the previous negotiating team for our last round of bargaining. I hope to represent you in the next round of bargaining. Thank-you for your consideration.

Donna Mann – Local 257

I have been a Registered Nurse for 27 and a half years. I have worked acute care and community. For the past 17 years I have worked in Public Health in Saskatoon.

I would like to be part of the Negotiations Committee as I feel this would be a great opportunity for me as a Registered Nurse and Union member. As well, with 17 years experience as a Public Health Nurse I feel I would be a valuable representative for all Public Health Nurses.

Donna Mann PHN, BSN

Note: As per membership policy 023-M-2007, the position statements published above have not been edited by SUN staff or committees, unless a position statement exceeded the maximum word limit. any additional words have not been published.

The 2013 Annual Meeting Education Day offers two intriguing and interactive half-day sessions that will expand our understanding of challenges facing our workplaces today. Participants will take part in each session.

Labour Pains

Today's work environment is rapidly changing as employers focus on continuing to improve health-care 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.

Recent experiences in Wisconsin and Michigan have shown the extent to which legislation similar to *The Saskatchewan Employment Act*, can damage union and government relations and weaken the labour movement.

Looking through a provincial, national and international lens, our guest speakers will discuss how unions overcome legislative barriers, the impact new legislation will have on the healthcare system and economy; and what we need to start doing today to minimize the negative impact on our workplace, profession, patients, and communities.

Better Health, Better Care, Better Teams, BEST Nursing

What role do RNs/RPNs/RN(NP)s play in improving healthcare?

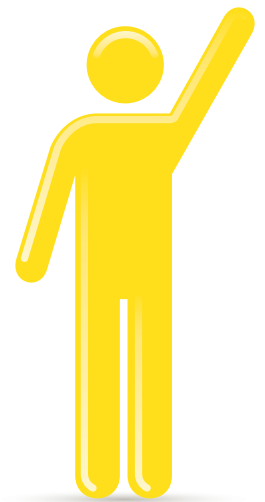
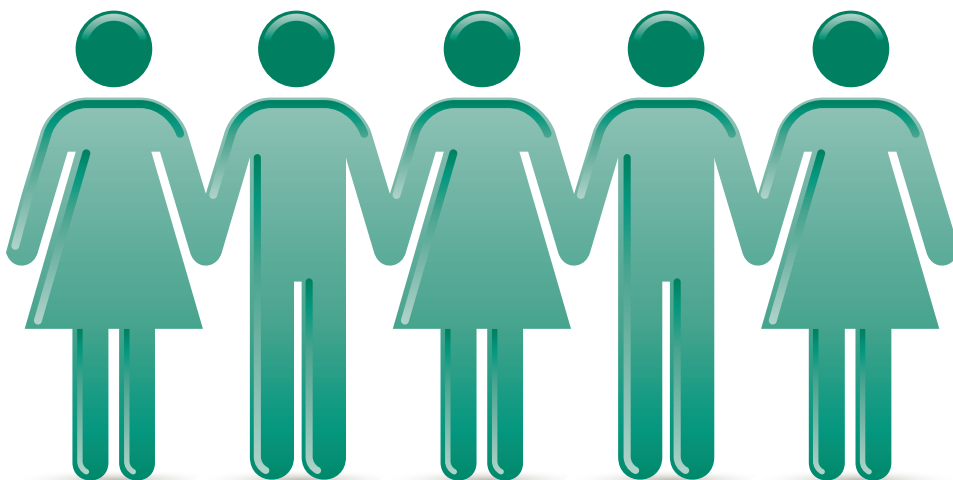
What value do RNs/RPNs/RN(NP)s bring to the healthcare team and system?

What can, could, and should RNs/RPNs/RN(NP)s be doing to expand their role on the healthcare team and optimizing patient-and family-centred care?

RNs/RPNs/RN(NP)s are instrumental in achieving positive patient outcomes; how do we use evidence based research to support this statement?

Through our guest speakers, this interactive session will look at the recommendations and innovative ideas for nurse led solutions developed by the Canadian Nurses Association's National Expert Commission, international experiences, barriers and successes, and how SUN members can continue to promote their professional value.

EDUCATE • COMMUNICATE • PARTICIPATE



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

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

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

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

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

In order to gain insight into the challenges diversity groups within SUN face and how we can overcome these barriers together, SUN will be conducting four (4) equity caucuses during the 2013 Annual Meeting.

The 2013 Equity Caucuses are open to members of the following equity-seeking groups only:

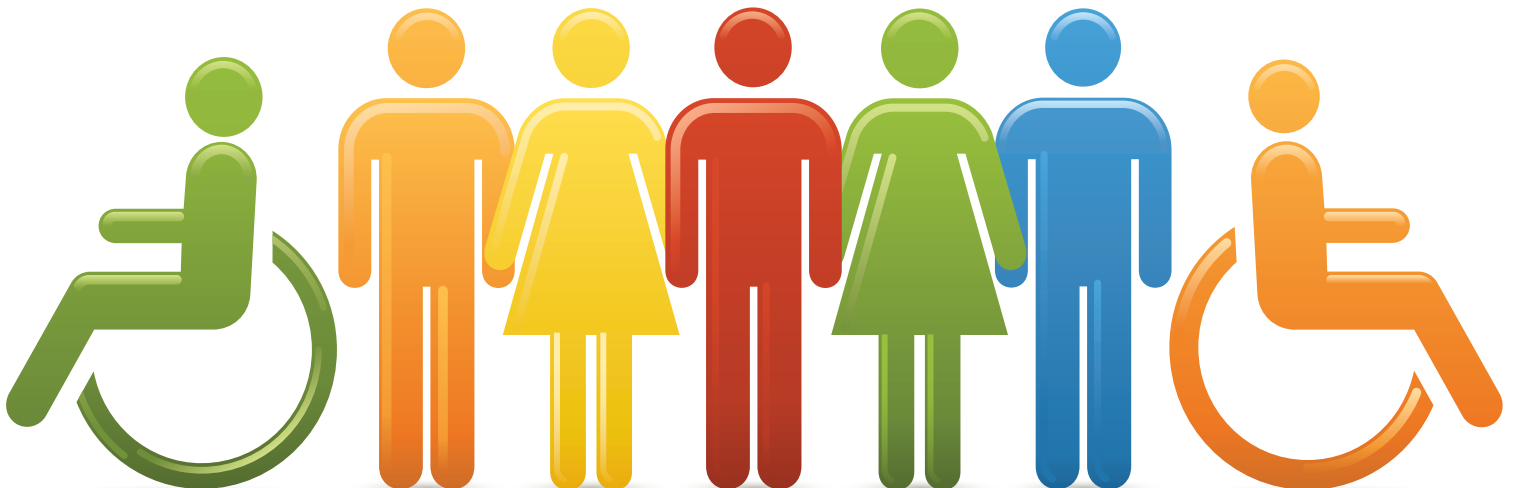
- Aboriginals
- Internationally Educated Nurses (IENs)
- Lesbian, Gay, Bi-sexual, and Transgender (LGBT)
- Members with Disabilities

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

We want to obtain information through the caucus discussions that help us begin to address the issues together.

We encourage all members who belong to the Aboriginal, IEN, LGBT, and Members with Disabilities equity-seeking groups to attend the appropriate Equity Caucus on Thursday, April 25 during the lunch hour. Lunch will be provided for those in attendance.

Members who wish to attend the caucuses may express their interest on the 2013 Annual Meeting registration form (page 26 of this publication) or at the registration tables during Annual Meeting until Wednesday, April 24 at 12:00 pm.



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

Local #	Locals Name	District Name
47	Hafford Special Care and Long Term Care	Parkland District
48	Estevan Regional Nursing Home	Southeast District
49	Fillmore Health Centre	Southeast District
50	Montmartre Health Centre	Pipestone District
51	Watrous Hospital	Living Sky District
53	Biggar Hospital	Greenhead District
55	Redvers Health Centre	Moose Mountain District
56	Kerrobert Integrated Health Care Facility	Prairie West District
60	Lampman Community Health Centre	Southeast District
61	Cabri, Prairie Health Centre	Rolling Southwest District
62	Prince Albert, Victoria Hospital	Prince Albert District
64	Gravelbourg, St. Joseph’s Hospital/ Foyer d’Youville	South Country District
65	Kipling Memorial Health Centre	Moose Mountain District
66	Regina, Extencicare Elmview/ Sunset	Regina District
67	Broadview Hospital	Pipestone District
69	Swift Current, Cypress Regional Hospital/Home Care	Swift Current District
72	Wadena Hospital and Pleasant View Care Home	Central Plains District
79	Radville Marian Health Center	South Central District
80	Leader Hospital	Rolling Southwest District
80	Leader Hospital	Rolling Southwest District
80	Leader Hospital	Rolling Southwest District
80	Leader Hospital	Rolling Southwest District
85	Lestock, St. Joseph’s Integrated Care Centre	Touchwood – Qu’Appelle District
87	Shaunavon Hospital and Care Centre and Community Services	Rolling Southwest District
90	Turtleford, Riverside Memorial Hospital	Battlefords District
92	Spiritwood and District Health Complex	Parkland District
93	Big River Health Centre	Parkland District
94	Hudson Bay Health Care Facility	Pasquia District
95	Lucky Lake Health Centre	Mid-West District
96	Craik and District Health Centre	Moose Jaw-Thunder Creek District

Local #	Locals Name	District Name
97	Canora, Gateway Lodge	Assiniboine Valley District
98	Regina, Canadian Blood Services	Regina District
99	Moose Jaw, Extencicare	Moose Jaw-Thunder Creek District
100	Regina, Parkside Nursing Home	Regina District
101	Saskatoon, St. Paul's Hospital	Saskatoon District
102	Melville, St. Peter's Hospital	North Valley District
103	Maple Creek Union Hospital	Rolling Southwest District
104	Estevan, St. Joseph's Hospital	Southeast District
105	Regina, Pasqua Hospital	Regina District
106	Regina General Hospital	Regina District
107	Saskatoon, City Hospital	Saskatoon District
108	Wilkie and District Health Centre/ Poplar Courts Special Care Home	Greenhead District
111	Saskatoon, Extencicare	Saskatoon District
112	Eastend Wolf Willow Health Centre	Rolling Southwest District
113	Coronach & District Health Centre	South Central District
115	Esterhazy, St. Anthony's Hospital	North Valley District
116	Uranium City Municipal Hospital	Athabasca Basin Health Authority
117	North Battleford, River Heights Lodge	Battlefords District
119	Wynyard, Golden Acres Nursing Home	Living Sky District
120	La Loche Health Centre	Keewatin Yatthe District
121	Saskatoon Convalescent Home	Saskatoon District
122	Humboldt, St. Mary's Villa	Central Plains District
123	Midale, Mainprize Manor & Health Centre	Southeast District
124	Moose Jaw, Providence Place	Moose Jaw-Thunder Creek District
125	Goodsoil, L. Gervais Memorial Health Centre	Northwest District
126	Saskatoon, Jubilee Residences	Saskatoon District
127	North Battleford, Villa Pascal	Battlefords District
129	Central Butte Regency Hospital	Moose Jaw-Thunder Creek District
130	Beechy Health Centre	Mid-West District
132	Tisdale, Sasko Park Lodge/New Market Manor	Pasquia District
136	Saskatoon, St. Ann's Senior Citizen's Village	Saskatoon District
137	Biggar, Diamond Lodge	Greenhead District

Local #	Locals Name	District Name
141	Saskatoon Home Care, Family Health Services	Saskatoon District
142	Saskatoon, Oliver Lodge	Saskatoon District
143	Mankota, Prairie View Health Centre	Rolling Southwest District
147	Kamsack & District Nursing Home	Assiniboine Valley District
149	Saskatoon, Lutheran Sunset Home	Saskatoon District
150	Lanigan, Central Parkland Lodge	Living Sky District
152	Whitewood Community Health Centre	Pipestone District
156	Cupar Health Centre	Regina District
158	Regina, Santa Maria Senior Citizens Home Inc.	Regina District
159	Swift Current Care Centre	Swift Current District
160	Gull Lake Integrated Facility	Rolling Southwest District
161	Esterhazy, Centennial Special Care Home	North Valley District
164	Regina Lutheran Housing Corporation	Regina District
165	Foam Lake Jubilee Home	East Central District
166	Bengough Health Centre	South Central District
167	Duck Lake, Goodwill Manor	Gabriel Springs District
168	Middle Lake, Bethany Pioneer Village Inc.	Central Plains District
171	Swift Current, Prairie Pioneers Lodge	Swift Current District
172	Porcupine Plain, Red Deer Nursing Home	Pasquia District
175	Leoville, Evergreen Health Centre	Parkland District
176	Kinistino, Jubilee Lodge	Prince Albert District
178	Wakaw, Lakeview Pioneer Lodge	Gabriel Springs District
179	Outlook Health Centre	Mid-West District
181	Nipawin, Pineview Lodge	North East District
182	Borden Community Health Centre	Saskatoon District
183	Watson, Quill Plains Lodge & Health Centre	Central Plains District
184	Sun Country Home Care South	Southeast District
186	Ponteix Health Centre	Rolling Southwest District
187	Wilcox, Athol Murray College of Notre Dame	Regina District
188	Kelvington, Kelvindell Lodge Company	Pasquia District
189	Herbert & District Integrated Health Facility	Rolling Southwest District

Local #	Locals Name	District Name
189	Herbert & District Integrated Health Facility	Rolling Southwest District
191	Broadview & District Centennial Lodge	Pipestone District
193	Prince Albert, Mont St. Joseph Home Inc.	Prince Albert District
196	St. Walburg Health Complex and Lakeland Lodge	Battlefords District
210	Fort Pelly, Livingstone Home Care Community Services	Assiniboine Valley District
224	Regina District Home Care	Regina District
226	Carrot River Heath Centre	North East District
227	Cudworth Nursing Home and Health Centre	Central Plains District
228	Arborfield Special Care Lodge and Health Centre	North East District
230	Zenon Park Health Centre (CLOSED)	North East District
236	Invermay Health Centre	Assiniboine Valley District
238	Norquay Health Centre	Assiniboine Valley District
240	Tisdale & Area Home Care	Pasquia District
241	Strasbourg, Last Mountain Pioneer Home	Living Sky District
242	Twin Rivers Home Care	Lloydminster District
245	Sun Country Home Care East	Moose Mountain District
253	Wheatland Lodge	Parkland District
254	Shellbrook, Parkland Terrace	Parkland District
255	Regina Pioneer Village Ltd.	Regina District
257	Saskatoon District Public Health & other Community Nurses	Saskatoon District
258	Saskatoon, Community Mental Health Services	Saskatoon District
259	North Battleford, Saskatchewan Hospital & Battlefords Mental Health Centre	Battlefords District
260	Prince Albert, Mental Health Centre	Prince Albert District
261	Prince Albert, Pineview Terrace	Prince Albert District
262	Battleford's District Care Centre	Battlefords District
265	Prince Albert Public Health Unit, Sexual Health Clinic and Wellness Centre	Prince Albert District
266	Yorkton Mental Health	East Central District
268	Regina, Wascana Rehabilitation Centre	Regina District
269	Watrous Manitou Lodge	Living Sky District
273	Saskatoon Veteran's Home	Saskatoon District

Local #	Locals Name	District Name
274	Wolseley, Lakeside Special Care Home	Pipestone District
276	RHD, Public/Mental Health Services & STD Clinic	Regina District
277	Swift Current, Palliser Regional Care Center	Swift Current District
280	Moose Jaw, Pioneers' Housing Association	Moose Jaw-Thunder Creek District
282	Meadow Lake, Northland Pioneer Lodge	Northwest District
283	Prairie North Health Region, Community Health Services	Northwest District
285	Sunrise Public Health Nurses	East Central District
287	Central Plains Home Care, West Humboldt	Central Plains District
288	Living Sky Health District, Public Health Services	Living Sky District
290	North Valley Home Care	North Valley District
292	Central Plains Home Care, East Wadena	Central Plains District
293	Prairie West Health District, Community Based Services	Prairie West District
294	Nipawin Public Health/Cumberland House Health Centre	North East District
296	Melfort Public Health & Mental Health Addictions	North Central District
298	Tisdale Public Health	Pasquia District
299	Pineland Home Care	Prince Albert District
300	Willowdale Lodge Care Home	Moose Mountain District
301	Sun Country Community Health Services	Moose Mountain District
303	Echo Lodge	Touchwood – Qu'Appelle District
304	Swift Current Community Health	Swift Current District
305	Community Health Services – Public Health	Central Plains District
306	Pipestone Public Health	Pipestone District
308	KYHD Community Based Services	Keewatin Yatthe District
309	Parkland Public Health	Parkland District
310	Saskatoon, St. Joseph's Home	Saskatoon District
311	Melfort, Parkland Place	North Central District
312	Fort Qu'Appelle, All Nations Healing Hospital	Touchwood – Qu'Appelle District
313	PAPHR Nurse Practitioners	Parkland District

All events during the 2013 Annual Meeting will take place at the Queensbury Convention Centre at Evraz Place in Regina.

Registration Information

Registration form and payment must be received in the Regina SUN office by April 10, 2013, to ensure you receive your Meeting Package at the Annual Meeting.

Registration Times at the Annual Meeting

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

Tuesday, April 23 1630 – 1730
1900 – 2100

Wednesday, April 24 0730 – 0900

Thursday, April 25 0830 – 0900

Friday, April 26 0830 – 0900

First Time Delegate Orientation

Wednesday, April 25 Salon 2, 0800 – 0845

Meeting Times

NOTE: You must show your SUN membership card for admittance to the meeting.

LOCATION Salon B

Wednesday, April 24 0900 – 1600 hours

Thursday, April 25 0900 – 1700 hours

Friday, April 26 0900 – 1600 hours

Welcome Reception

Hosted by the Board of Directors. All SUN members welcome. Cash bar.

Tuesday, April 23 Salon 3, 1900 – 2200

Banquet: Rider Nation on Location

Green is the colour. Football is the game we love! The 2013 Annual Meeting Banquet is your chance to celebrate the Grey Cup in Saskatchewan early. Dress in your Rider gear, watermelon helmet and show your Rider Pride.

Wednesday, April 24 Banner Hall
Cocktails: 1800 hours
(cash bar)
Dinner: 1830 hours

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

FREE bus transportation has been arranged for travel to and from the Annual Meeting Banquet from the Delta Regina Hotel and Best Western Seven Oaks.

Hotel Accommodations

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

Best Western Seven Oaks

777 Albert Street

Tel: 306.757.0121

TF: 800.667.8063

Fax: 306.565.2577

Rate: \$125

Quote group name: Saskatchewan Union of Nurses

Block will be held until the end of the day March 22, 2013.

Other Unionized Hotels

- Holiday Inn Express (2 locations)
1907 – 11th Avenue Tel: 306.569.4600
4255 Albert Street Tel: 306.584.8800
- Quality Hotel
1717 Victoria Avenue Tel: 306.569.4656
- Travelodge East
1110 Victoria Avenue East Tel: 306.565.0455
- Executive Royal Hotel Regina
4025 Albert Street Tel: 306.586.6755

Restaurants

Evraz Place offers a variety of lunch time options all in a convenient location.

- Credit Union EventPlex
 - Tim Horton's
 - Subway
 - Grill Works Café
- Co-operators Centre
 - Western Pizza
 - Subway

Looking to get out during the noon hour? The Queensbury Convention Centre at Evraz Place is only a few minutes away from downtown Regina, Harbour Landing Shopping Centre, and local restaurants. If you are leaving the Convention Centre, please take note of the reconvene times indicated on your agenda.

General Information

Meals

- Breakfasts and lunches are not supplied unless otherwise noted
- Coffee, tea and water will be available at all times during the Annual Meeting
- Other beverages such as juice and soft drinks, along with some snacks, will be available during the breaks

Childcare

- Call Regina office at 1.800.667.7060 by **March 21, 2013**.

SUN Shoppe – Open April 24 and 25 Only

- SUN promotional items will be for sale. Watch for new items! **Payment by cash or cheque only.**
- Be sure to visit other vendors in the Shoppe on these two days

What to Bring

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

A Fragrance and Smoke Free Event

In accordance with **Membership Policy 012-M-2007**, the 2013 Annual Meeting will be designated as a scent-free and smoke-free event.

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

Smoking is permitted in the areas designated by the Queensbury Convention Centre at Evraz Place only.

FUNDING OPTIONS

Who Receives Funding?

As per **Membership Policy 038-M-2007**, there are four options for funding from SUN Provincial available to SUN members in attendance at the Annual Meeting.

1. Members of the Board of the Directors
2. Members sitting on a current Provincial Committee
3. SDC Chairpersons (or alternate)
4. SDC representative — one representative per facility/agency

Funding Policy

Please refer to **Membership Policy 038-M-2007** regarding funding to the Annual Meeting. This policy can be found under About Us on SUN's website (www.sun-nurses.sk.ca/about-us) or talk to your Local President.

NOTE: Claims for expenses shall be submitted within thirty (30) days of the date expenses were incurred.

Meal Expenses

Effective January 30, 2012, provincially funded members who have charged meals to their hotel room via room service or in-hotel dining, will be required to reconcile those charges with the hotel at time of check out. Meal expenses should

be submitted on your expense claim form for appropriate reimbursement, in accordance with SUN policies.

Member Expectations


In accordance with **Membership Policy 042-M-2009**, provincially funded members are expected to attend all portions of the business sections of the Annual Meeting. If for any reason the member must be absent for a portion of the event, it is the member's responsibility to notify the President. Members are expected to provide notification as soon as possible.

Youth Funding

As a youth delegate, under 30 years of age, you are eligible to apply for funding from SUN Provincial as per **Membership Policy 038-M-2007**.

Funding shall be available for one (1) youth representative (up to age 30 at time of event) from each SUN region to attend the Annual Meeting. Youth representatives shall apply for funding prior to the early bird registration deadline (April 10, 2013). Should there be more than one application per SUN region; selection shall be made by random draw.

Selected applicants will be notified via e-mail by **April 15, 2013**.



Registration forms and payment must be received in the Regina SUN office by April 10, 2013, to ensure you receive your Meeting Package at the Annual Meeting.

Please detach this page at the perforation, complete the form on the back and include with your payment.

NEW for Annual Meeting: On-line Registration

Registering for the 2013 Annual Meeting just got easier! This year the Annual Meeting will be trialing on-line registration with the option for payment by cheque OR by using your PayPal account.

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

PayPal will only be accepted for on-line registration for the Annual Meeting; such payment option **will not be available** at the SUN Shoppe. At this time, the SUN Shoppe is only set up to accept payment by cash or cheque.

Let us know what you think — We are always looking for feedback from the members to continue improving the registration process. Do you prefer on-line registration to the traditional paper forms? Did using your PayPal account simplify the registration process? Send your feedback to sun.communications@sun-nurses.sk.ca.

Prefer to send your form in by mail? No problem. Complete and return the registration form included in this issue of SUNSpots or visit our website to download a form today. www.sun-nurses.sk.ca/communications/events-calendar/2013-annual-meeting

Register on-line at
www.eplycom/2013AnnualMeeting

SUN 2013 ANNUAL MEETING REGISTRATION FORM

PLEASE TAKE NOTE: Registration forms and payment must be received in the Regina SUN office by **April 10, 2013**, to ensure you receive your Meeting Package at the Annual Meeting. A limited number of packages will be available for late registrants on a first come, first served basis. All members, including Board and Provincial Committee members, are responsible for meeting registration fees. Board and Provincial Committee members do not pay for the banquet, but you still must register.

Please PRINT CLEARLY using black ink.

Member Information

Name: _____

Designation: RN RPN RN(NP)

Mailing Address: _____

City/Town: _____

Postal Code: _____

Telephone: _____

E-mail: _____

Local #: _____

Facility/Agency Name: _____

SUN District Council (SDC): _____

Is this your first time attending the Annual Meeting?

YES NO

Will you be attending the First Time Delegate Orientation?

YES NO

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

YES NO

Are you applying for Youth Funding (see page 24)?

YES NO

Do you require a hearing device for the meeting?

YES NO

Do you have any food allergies?

YES NO

Please indicate type and severity: _____

Funding Options (see page 24)

Check one:

SUN Board or Provincial Committee member

Provincially funded SDC Chairperson (or alternate):

Provincially funded SDC Rep (or alternate) Facility/Agency:

Locally funded Local Representative

IMPORTANT: By registering to attend the 2013 SUN Annual Meeting, you agree to the following: "While participating in all events related to the Annual Meeting, I am granting SUN permission to use any photos/video taken that include my image in all SUN publications, both print and electronic, including the SUN website. I am also giving SUN permission to give this image to a reputable third party (e.g. CFNU, SFL), when required, for both print and electronic publications. I fully acknowledge that my photo/video services have been donated, and I hereby waive any fees or payments."

Registration Information

2013 Annual Meeting Education Day, April 23, 2013:

YES, I will be attending the Education Day on *Labour Pains and Better Health, Better Care, Better Teams, BEST Nursing*

Equity Caucuses, April 25, 2013, Lunch Hour:

I recognize that by registering to attend the 2013 Equity Caucuses, I am self-identifying as a member of an equity seeking group. I wish to attend the Equity Caucus for:

Aboriginal Members

Internationally Educated Nurses

Members with Disabilities

Lesbian, Gay, Bi-sexual and Transgender Members

Meeting Registration and Banquet Fees, April 24-26, 2013

Please select the appropriate fee:

Board/Committee Members UP TO April 10, 2013:

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

\$45.00 – Meeting registration only

Board/Committee Members AFTER April 10, 2013:

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

\$55.00 – Meeting registration only

Members UP TO April 10, 2013:

\$45.00 – Meeting registration only

\$70.00 – Meeting registration and banquet

Members AFTER April 10, 2013:

\$55.00 – Meeting registration only

\$80.00 – Meeting registration and banquet

Banquet Transportation

FREE bus transportation has been arranged for travel to and from the Annual Meeting Banquet from the **Delta Regina Hotel** and **Best Western Seven Oaks**.

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

Total Payment

Meeting registration and banquet \$ _____

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

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

Bread and Roses

A song by James Oppenheim

As we go marching, marching, in the beauty of the day
A million darkened kitchens, a thousand mill lofts gray
Are touched with all the radiance that a sudden sun discloses
For the people hear us singing, bread and roses, bread
and roses.

As we come marching, marching, we battle too, for men,
For they are in the struggle and together we shall win.
Our days shall not be sweated from birth until life closes,
Hearts starve as well as bodies, give us bread, but give us roses.

As we come marching, marching, un-numbered women dead
Go crying through our singing their ancient call for bread,
Small art and love and beauty their trudging spirits knew
Yes, it is bread we. fight for, but we fight for roses, too.

As we go marching, marching, we're standing proud and tall.
The rising of the women means the rising of us all.
No more the drudge and idler, ten that toil where one reposes,
But a sharing of life's glories, bread and roses, bread and roses.

Roll The Union On

A Song by John Handcox, © 1947 Stormking Music Inc.

Chorus

We're gonna roll, we're gonna roll,
we're gonna roll the union on
We're gonna roll, we're gonna roll,
we're gonna roll the union on

If the boss gets in the way, we're gonna roll it over him
Gonna roll it over him, gonna roll it over him
If the boss gets in the way, we're gonna roll it over him
We're gonna roll the union on

If the scabs gets in the way, we're gonna roll it over them
Gonna roll it over them, gonna roll it over them
If the boss gets in the way, we're gonna roll it over them
We're gonna roll the union on

If Howard gets in the way, we're gonna roll it over him
Gonna roll it over him, gonna roll it over him
If Howard gets in the way, we're gonna roll it over him
We're gonna roll the union on

If Reith gets in the way, we're gonna roll it over him
Gonna roll it over him, gonna roll it over him
If Reith gets in the way, we're gonna roll it over him
We're gonna roll the union on

If Kennett gets in the way, we're gonna roll it over him
Gonna roll it over him, gonna roll it over him
If Kennett gets in the way, we're gonna roll it over him
We're gonna roll the union on

Solidarity Forever

A Song by Ralph Chaplin, © Ralph Chaplin 1915

When the union's inspiration through the workers' blood
shall run
There can be no power greater anywhere beneath the sun
Yet what force on earth is weaker than the feeble strength
of one
For the Union makes us strong

Chorus

Solidarity forever, solidarity forever
Solidarity forever
For the Union makes us strong

Is there aught we hold in common with the greedy parasite
Who would lash us into serfdom and would crush us with
his might?

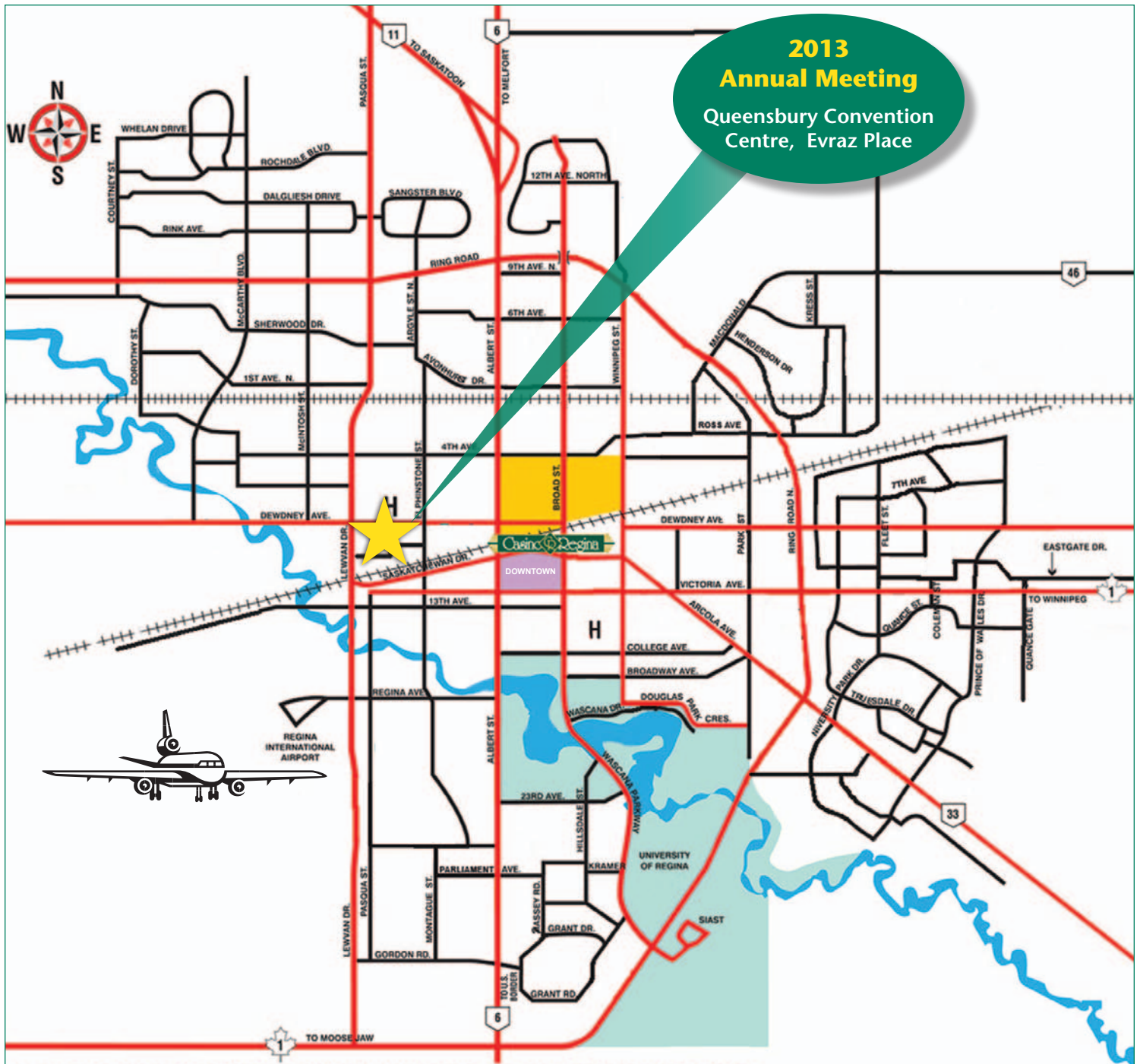
Is there anything left to us but to organize and fight?
For the union makes us strong

It is we who ploughed the prairies, built the cities where
they trade
Dug the mines and built the workshops, endless miles of
railroad laid
Now we stand outcast and starving 'mid the wonders we
have made
But the union makes us strong

All the world that's owned by idle drones is ours and
ours alone
We have laid the wide foundations, built it skyward stone
by stone
It is ours, not to slave in, but to master and to own
While the union makes us strong

They have taken untold millions that they never toiled to earn
But without our brain and muscle not a single wheel can turn
We can break their haughty power gain our freedom when
we learn
That the Union makes us strong

In our hands is placed a power greater than their hoarded gold
Greater than the might of armies magnified a thousandfold
We can bring to birth a new world from the ashes of the old
For the Union makes us strong



**2013
Annual Meeting**
Queensbury Convention
Centre, Evraz Place

To find a specific address visit www.regina.ca and click on City Map

DON'T FORGET Your SUN Membership Card!

Return Undeliverable Canadian Addresses to:

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

Publication Agreement Number – 40065076

