

# SUN Spots

OFFICIAL NEWSLETTER OF THE SASKATCHEWAN UNION OF NURSES

VOL. 40 ISSUE 2 | 2014 ANNUAL MEETING

## *Celebrating Forty Years of Strength & Solidarity*



1974-1975 BOARD OF DIRECTORS



2013-2014 BOARD OF DIRECTORS

**2014 ANNUAL MEETING ISSUE**



# 40<sup>th</sup> SUN Annual Meeting Tentative Gallagher Centre, Yorkton

On the cover (left to right)

### 1974-75 Board of Directors

Back row:  
Marion McNabb  
Sonja Otte  
Sharon Schindel  
L. Hattie  
M. Reddy  
L. Peever  
C. Gilbert  
Z. Burton

Front row:  
Florence Stemper  
Jennie Ortynsky  
Mary Parchewsky (President)  
Jill Jones

### 2013-14 Board of Directors

Back row:  
Fred Bordas  
Leslie Saunders  
Janis Hall  
Barb Fisher  
Lorna Tarasoff  
Laurelle Pachal  
Barb Abelle

Front row:  
Maureen Arseneau  
Paul Kuling  
Tracy Zambory (President)  
Denise Dick  
Jason Parkvold

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 29

1900 Welcome Social: Gallagher Centre

## WEDNESDAY, April 30

0730 Registration  
0815 Constitution, Bylaws and Resolutions Committee – First Time Delegate Orientation  
0900 Call to Order  
O Canada Video  
Announcements  
Greetings from City of Yorkton  
Appointment of Credentials Committee and Scrutineers  
Introductions: Board of Directors, SUN Staff, Planning Committee, Guests, Parliamentarian  
Credentials Committee Report  
Approval of Agenda

### WEDNESDAY continued

Approval of Minutes  
Business Arising from Minutes  
Disposition of 2013 Resolutions  
President's Report and Address  
New Policies Adopted by the Board of Directors  
New Position Statements Adopted by the Board of Directors  
1015 Refreshment Break  
1045 First Vice-President's Report  
Auditor's Report  
Executive Director's Report  
1130 Lunch (provided)  
1300 Keynote Speaker  
1345 Lifetime Membership Presentation  
Leadership Awards Presentation  
1445 Refreshment Break  
1515 Director, Patients and Families First & Government Relations Report  
1600 Adjournment  
1830 Banquet: Gallagher Centre  
Theme: *Nursing Through the Years*  
Cash Bar opens at 1800

# Agenda | April 30, May 1, 2, 2014



## THURSDAY, May 1

- 0830 Registration
- 0900 Call to Order
- Announcements
- Linda Silas, CFNU President
- Credentials Committee Report
- Bargaining Committee Report
- Director, Labour Relations Report
- 2014 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
- 1130 Lunch (provided)
- 1300 Constitution, Bylaws and Resolutions continued
- 1445 Refreshment Break
- Constitution, Bylaws and Resolutions continued
- 1700 Adjournment

## FRIDAY, May 2

- 0830 Registration
- 0900 Call to Order
- Announcements
- Social Partners Panel
- Credentials Committee Report
- Constitution, Bylaws and Resolutions continued
- 1000 Candle Lighting in recognition of members who have lost their lives over the past year
- 1015 Refreshment Break
- 1045 Constitution, Bylaws and Resolutions continued
- 1130 Lunch (provided)
- 1300 Unfinished Business
- New Business: Items submitted for Open Forum Discussion
- Announcement of 2015 Annual Meeting
- Elections Results, Introduction of Board of Directors – Nominations Committee
- Presidential Address
- Adjournment

## 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.**

## Resolutions

Urgent Resolutions will be accepted until the end of business day, April 30, 2014. Forms are available at the head table.

*At top of this column: SUN's original logo*





If I had to choose one word to sum up how I feel about the year ahead it would be “optimistic”. This may sound strange given the past 12 months.

There is no question it's been a difficult year, fraught with challenges. From troubling trends in healthcare that are threatening both patient safety and our registered nursing profession to a sweeping overhaul of our province's labour laws with the passing of Bill 85 in the spring of 2013, there has been no shortage of work for SUN — work, I am proud to say, we have faced head-on, with great tenacity, anchored by a solid strategic plan set by the SUN Board of Directors.

I would have to say I am most proud of the revitalized solidarity I am seeing among SUN members. Members from right across the province have come together to defend their patients and their professional practice. Engagement is at an all-time high and this is reflected in the successes SUN has had.

We would not have achieved a pause in abolishment of registered nurse positions this past winter, had our members not been so active in sharing their patient stories and voicing their concerns with letters to the Minister of Health and visits to their MLAs. The SRNA may not have begun the critically needed review and clarification of the role of the registered nurse so soon had members not taken a stand with a letter writing campaign beginning last fall. This momentum is fueled by passion and solidarity and it builds optimism about the future.

Another reason to feel optimistic is the *Making the Difference* campaign. Now entering its third year, the campaign has been incredibly successful in helping the public understand the critical and irreplaceable role of registered nurses in providing high quality, safe patient care in every corner

of the health system — expert training, expert care, every step of the way. Expanding into social media and even movie theaters means we are reaching more people in more places than ever before. International advertising awards for our homegrown commercials, starring SUN's own members, have catapulted Saskatchewan's registered nurses onto the global stage.

In 2014, we kicked the campaign into high gear, with testimonials from leading Canadian researchers talking about the impact of registered nurse care on patient outcomes, as well as our members talking about the science behind our profession. *Making the Difference* promises to continue to break new ground in the year ahead and will no doubt be a great source of pride for SUN.

Stability also builds optimism and SUN is a rock-solid organization. We are in a sound financial position; we have a solid strategic plan and we have the leadership and guidance of a committed Board of Directors who are supported by a strong human resource team. We are prepared for anything that comes our way.

Looking back on the past 12 months and all we have accomplished together as registered nurses and union sisters and brothers and the groundwork we have laid for the future, I feel ready for whatever awaits SUN in 2014. I feel optimistic and that's a good feeling.

*In solidarity,*

Tracy Zambory, RN

President, Saskatchewan Union of Nurses

## Climate Goals

### Collectivity

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

### Democracy

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

### Equality

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

### Honesty, Integrity

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

### Caring, Compassion and Social Justice

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

## Rules and Privileges

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

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

**Harassment Divides the Union**

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

**Harassment Hurts People**

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

**When a Joke is Not a Joke**

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

**What to Do**

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

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

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

**Equality and Solidarity**

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

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

**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.

**2013 Recipient**

The following SUN member was recognized in 2013 for her contributions to the Union by her SUN District Council (SDC) or Local.

**Local 98:**

**Francine Flahr**  
Canadian Blood Services  
Regina

*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 Policy Amendments

1. That existing Board Policy 004-B-2007 (Strategic Planning) be amended to reflect that the approval of the budget is done within normal budget development and approval processes.  
*SUN Board of Directors*  
\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated
2. That existing Board Policy 005-B-2007 (Absence of Board Members) be amended to reflect that the replacement of the President, where required, during vacation be determined by the Executive Committee.  
*SUN Board of Directors*  
\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated
3. That existing Membership Policy 017-B-2007 (Convention Delegate Selection) be amended to clarify that it is past two calendar years.  
Rationale: more concrete, gets rid of 365 days/year, allow members who have not attended a better opportunity to do so! CLC is every 3 years.  
*Pat Smith, Local 126 & Kushal Sharma, Local 107*  
\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated
4. That existing Membership Policy 008-M-2007 (Grievance/ Arbitration Appeals) be amended to reflect the specific process for an appeal request letter.  
*SUN Board of Directors*  
\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated
5. That existing Membership Policy 026-M-2007 (Education) be amended to include the provisions of funding for external and internal education and further that this information be removed from 038-M-2007.  
*SUN Board of Directors*  
\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated
6. That existing Membership Policy 029-M-2007 (Life and Honourary Memberships and Allied Personnel) be amended to provide a limit to the presentation length for a lifetime membership.  
*SUN Board of Directors*  
\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated
7. That existing Membership Policy 038-M-2007 (Expense Reimbursements) be amended to include provision for accommodation for the Second Vice President at the Bargaining Conference.  
*SUN Board of Directors*  
\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated

### Proposed Position Statement Amendments

8. That the Dispensing Medications Position Statement be deleted.  
*SUN Board of Directors*  
\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated
9. That the Essential Service Workers Position Statement be amended by deleting “SUN opposes any proposed legislation declaring nurses as essential service workers” and adding the Legislation Consultation Framework and Essential Service Principles.  
If amended:  
~~SUN opposes any proposed legislation declaring nurses as essential service workers.~~  
On March 20, 2012, the five Saskatchewan Healthcare Unions submitted a framework for consultation to the provincial government on new essential services legislation that includes an outline of key essential service principles. The goal is to partner with the government to ensure that any new legislation developed will protect both the health and safety of the public.  
Legislation Consultation Framework and Essential Service Principles  
Health care unions recognize that our members provide services that protect the health and safety of the public and that those services should not be withdrawn unnecessarily. We look forward to substantive and meaningful consultations with the Saskatchewan government, with a view to developing new essential services legislation that protects both the health and safety of the public and collective bargaining rights.  
We believe the following are the hallmarks of an effective consultation process:
  - Consultation takes place prior to the tabling of new or amended legislation and before decisions are firmly made;
  - The parties to essential services consultation are the government, unionized employers and unions whose members’ interests may be affected;
  - The parties are allowed sufficient time to prepare and participate and their submissions are given fair, reasonable and good faith consideration with a view to building consensus before the tabling of amendments or legislation;
  - All parties have access to all relevant information, including written submissions and documents presented in the course of consultations including draft amendments or legislation;

- The government takes submissions seriously and discusses them in full with a view to reaching a suitable compromise and/or demonstrably integrating submissions in the final outcome.

If there is to be essential services legislation, we regard the consultation process as critical to ensuring that new essential services legislation is built upon principles developed in a consensus-driven dialogue between the Government of Saskatchewan and other parties who have a role and responsibility in the delivery of health services. As unions representing health care workers, we have a significant role to play.

We support the inclusion of the following principles:

- The definition of essential services must be limited to where interruption would endanger the life, personal safety or health of the whole or part of the public;
- During a work stoppage, the full range of services normally provided by the employer will not continue;
- Essential services legislation should not create barriers to collective bargaining such as requiring the parties to conclude essential services agreements where there is no indication of a potential work stoppage;
- Essential services legislation should provide for acceptable alternative means of resolving collective agreements;
- Essential services legislation should provide for an independent third party dispute resolution for any issues in dispute arising from negotiation of essential services agreements, including what constitutes an essential service;
- Essential services legislation should incorporate dispute resolution and administrative processes that are reasonable, efficient, transparent and independent;
- Unions must have meaningful input into determining which employees will provide essential services;
- The legislation should be compliant with international law regarding the freedom of association.

These statements are made without prejudice to any legal action or positions taken with respect to SFL et al and Province of Saskatchewan.

*SUN Board of Directors*

\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated

10. That the Expansion of Roles for Nurses Position Statement be deleted.

*SUN Board of Directors*

\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated

11. That the Optimizing the Practice of Nursing Position Statement be amended by updating the information regarding a prior learning assessment recognition program. (in paragraph 4)

If amended:

SUN recognizes that an important part of optimization is the opportunity for SUN members to have prior knowledge and abilities recognized. To this end, SUN will work with pertinent stakeholders to develop a prior learning assessment recognition program (PLAR). This includes the opportunity for SUN members to challenge classes in post-basic nursing education programs, **and previous areas of practice now requiring acquisition of skills as per professional regulatory standards.**

*SUN Board of Directors*

\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated

12. That the Midwifery Position Statement be amended to include updated information from the College of Midwives.

If amended:

1. SUN endorses the right of childbearing women to have the birth attendant of their choice as set out by the International Definition of Midwifery (see definitions).
2. SUN considers Midwives “allied personnel” under Article 3.01 of SUN’s constitution.
3. SUN supports the **Saskatchewan College of Midwives as based in Saskatchewan Legislation, 2008.** ~~legalization of midwifery provided that the practitioners are either nurses and/or have completed an approved program of midwifery and are licensed to practice in Saskatchewan.~~
4. ~~SUN endorses the establishment of a College of Midwifery upon legislation of the profession.~~
5. ~~SUN urges supports the Saskatchewan College of Midwifery Midwives in their pursuit of a midwifery education program in Saskatchewan. should one be established, to credit appropriate nursing experience and/or provide bridging programs to nurses who desire midwifery licensure.~~
6. SUN is committed to the development of employer-funded educational opportunities for the nurses who may be affected by the changes in health care delivery.
7. SUN is also committed to the promotion, development and representation of licensed midwives, whether direct entry or nurse midwife, in the provision of midwifery services that are safe and responsive to the needs of childbearing families in Saskatchewan.
8. ~~SUN believes that there must be a reasonable and attainable transition period for presently qualified nurses so they may take the necessary educational courses to become a fully qualified midwife.~~
9. SUN believes midwives should be salaried as opposed to engaging in a fee for service system of billing.
10. SUN supports the collegial approach to care of the childbearing family.
11. ~~SUN will pursue a full scope of activities to ensure:~~
  - ~~a) Legislation is drafted to protect nurses who may be involved in a delivery in the absence of a physician or a midwife.~~

— b) Legislation is drafted to protect nurses who, in the course of their practice, carry out the orders given by a midwife.

11. SUN encourages the implementation of midwife services across all regional health authorities within Saskatchewan.

NOTE: Currently the Saskatchewan College of Midwives is solely responsible for regulation. They have no advocacy role. That belongs to the Midwives Association of Saskatchewan – which is strictly a volunteer group.

Midwifery, International Definition of,

A midwife is a person who has successfully completed a midwifery education programme that is duly recognized in the country where it is located and that is based on the ICM *Essential Competencies for Basic Midwifery Practice* and the framework of the ICM *Global Standards for Midwifery Education*; who has acquired the requisite qualifications to be registered and/or legally licensed to practice midwifery and use the title 'midwife'; and who demonstrates competency in the practice of midwifery.

Scope of Practice

The midwife is recognised as a responsible and accountable professional who works in partnership with women to give the necessary support, care and advice during pregnancy, labour and the postpartum period, to conduct births on the midwife's own responsibility and to provide care for the newborn and the infant. This care includes preventative measures, the promotion of normal birth, the detection of complications in mother and child, the accessing of medical care or other appropriate assistance and the carrying out of emergency measures.

The midwife has an important task in health counselling and education, not only for the woman, but also within the family and the community. This work should involve antenatal education and preparation for parenthood and may extend to women's health, sexual or reproductive health and child care. A midwife may practise in any setting including the home, community, hospitals, clinics or health units.

(Revised and adopted by ICM Council June 15, 2011)

References:

International Confederation of Midwives. (2011). ICM International Definition of the Midwife. Retrieved September 13, 2013 from <http://www.internationalmidwives.org/assets/uploads/documents/Definition%20of%20the%20Midwife%20-%202011.pdf>

A midwife is a person who, having been regularly admitted to a midwifery educational program, duly recognized in the country in which it is located, has successfully completed the prescribed course of studies in midwifery and has acquired the requisite qualifications to be registered and/or legally licensed to practice midwifery.

— She must be able to provide the necessary supervision, care and advice to women during pregnancy, labour and the post-

partum period, to conduct deliveries on her own responsibility and to care for the newborn and the infant. This care includes preventative measures, the detection of abnormal conditions in the mother and the child, the procurement of medical assistance and the execution of emergency measures in the absence of medical help.

— She has an important task in health counseling and education, not only for patients but also within the family and the community. The work should involve ante-natal education and preparation for parenthood and extended to certain areas of gynecology, family planning and child care. She may practice in hospitals, clinics, health units, domiciliary conditions or in other service.

— (Accepted by the Council of the International Confederation of Midwives at their 16th International Congress, 1972 and by the 7th General Assembly of the International Federation of Gynecology and Obstetrics, 1973.)

SUN Board of Directors

\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated

13. That the Nurse/Patient Ratios Position Statement be amended to reflect Safe Staffing levels to improve patient care and patient outcomes.

If amended:

SUN endorse the concept of improving Registered Nurse and Registered Psychiatric Nurse patient ratios and immediately begin to:

- i) Work with SRNA/RPNAS to identify nurses' needs for RN/RPN ratios.
- ii) Develop a strategy to pursue RN-RPN/patient ratios through collective bargaining.
- iii) Press for better standards for patient care through the Quality Council and any other avenues that are identified and available.

Registered nurse Safe Staffing Levels

SUN endorses the concept of registered nurse safe staffing levels to improve patient care and patient outcomes.

SUN will:

- Work with regulatory bodies to identify needs for registered nurse safe staffing levels.
- Develop a strategy to pursue registered nurse safe staffing levels through collective bargaining.
- Press for the use of workload tools to assess patient acuity and complexity in order to determine safe staffing levels for registered nurses.
- Call for the use of evidence and research to guide decision making regarding models of care and registered nurse staffing levels.

SUN Board of Directors

\_\_\_ Carried \_\_\_ Amended \_\_\_ Defeated



14. That the Social Programs/Political Action Position Statement be amended by deleting restoration of UI, and by updating EI improvement.

If amended:

Restoration of UI Benefits

SUN endorses the CLC/SFL Campaign to restore UI Benefits and is committed to the re-establishment of UI as an earnings replacement program that provides at least 70% of unemployed people with an income during periods of unemployment, pregnancy and parental leaves, sick leaves and employment training.

Major reforms to the UI system must include repeal of the divisor, the intensity rule and the Claw Back and the creation of an arms-length UI fund and commission.

UI must not be used for Federal debt, tax cuts or spending on government programs and the Federal Government must repay the billions of dollars it has taken from the fund.

Employment Insurance

The Employment Insurance program must be there in tough times for those who paid into it. Laid-off workers need adequate benefits to support themselves and their families while they search for a new job. Too many workers who lose their jobs fall through the cracks of the EI system.

Since the mid-1990s, the government has built up a huge surplus from EI premiums, the result of deep cuts in benefits paid to unemployed workers and rules that prevent most unemployed workers from qualifying for benefits at all. As examples of this change:

- In 1996, the maximum weekly benefit was \$604. Today's maximum is only \$435, and the average benefit is just \$335 per week.
- In 2006-07, only four in ten unemployed workers, and even fewer women, qualified for EI. Those who do qualify are eligible, on average, for just 32 weeks of benefits. Some who do qualify are only eligible for a maximum of 14 weeks of benefits.

The federal government must:

- Provide regular benefits on the basis of reasonable hours of work, no matter where workers live and work in Canada.
- Raise benefits immediately.
- Increase the period for which benefits can be collected.
- Invest part of the EI surplus on better training and labour adjustment programs.
- Expand support and funding for work-sharing arrangements under EI to reduce layoffs, and build links between work-sharing and training programs.

*SUN Board of Directors*

Carried     Amended     Defeated

15. That the Workplace Issues Position Statement be amended to reflect the guidelines for administering a joint Union/Management EFAP.

If amended:

Employee and Family Assistance Programs

SUN recognizes that in facing the challenges of day-to-day life many employees and their families will experience serious personal or emotional difficulties. When these difficulties go unresolved, they will often affect personal happiness, family relations, performance at work and even personal health. Most of these difficulties can be successfully resolved, especially when they are identified in their early stages and when referral is made to the appropriate kind of care. SUN wishes to assist employees and their families in times of personal need through supporting the establishment of a joint Union-Management Employee and Family Assistance Programs.

An The Employee and Family Assistance Program (EFAP) is an employee benefit program, supported and administered by both Union and Management. The EFAPs provides employees and their families confidential, professional assistance to help them resolve personal difficulties.

Employees and their families are able to seek assistance through the EFAP for a variety of personal and interpersonal problems: marital/relationship conflict; parent/child conflict; psychological concerns (e.g. stress, burnout, depression, grief, etc.); financial and legal concerns, and problems associated with the use of alcohol and other drugs.

The EFAP promotes early identification of these potentially serious problems and is designed to allow employees and their families to seek help on their own at the earliest possible opportunity.

SUN believes that client confidentiality is the single most important aspect of an EFAP and that the development of mutual trust will be the only foundation upon which Union and Management will succeed in building an effective joint EFAP.

The following are SUN's recommended SUN follows these guidelines for all Locals considering the implementation of a in administering the joint union/Management EFAP:

Process:

- A provincial governance structure exists, composed of employer representatives, SUN representatives and representatives of other health care unions.
- A joint regional EFAP committee exists in each region, also consisting of representatives from the employer, SUN, and other health care unions. The terms of reference for regional committees are established by the provincial governance structure.
- SDC/Locals should contact SUN Provincial office prior to agreeing to establish a joint EFAP in their institution.

- Establish SUN representatives to act on the SDC/Local's behalf for establishment of the EFAP utilizing the policy guidelines.
- All EFAPs should be discussed by the SDC/Local membership.

Policy Guidelines:

- SUN believes the will only endorse EFAPs which are **must** be jointly undertaken by Union and Management from inception throughout operation. A joint EFAP committee, with equal representation from Union and Management, shall be established to **must** develop the program and to administer it on an ongoing basis. SUN SDC/Locals shall choose their members to represent them on their EFAP committee. The EFAP committee will have a chairperson elected by the committee from within their members. It is recommended that this position alternate annually between Union and Management.
- SUN endorses the concept that the The EFAP should cover all employees, Union and Management, active, retired and their dependent family members. The program shall include counseling services including but not limited to: substance abuse/dependency, employment/workplace-related concerns, and emotional, legal, financial or marital problems.
- The EFAP **provincial** committee will be responsible for the development and implementation of ongoing education, training and communication activities to cover all employees and their families, **which can be implemented by regional committees.**
- Each The EFAP shall have written policies about the program description, program responsibilities, and referral procedures
- SUN strongly opposes any internal institution-based EFAP client assessment, counseling/referral and follow-up service. A professional "Assessment and Referral Service" (ARS) should be established with privacy away from the workplace. The ARS shall provide confidential assessment, short-term counseling, referral and follow-up service to all EFAP clients who choose to use it. The ARS will be directly responsible to EFAP committee for delivery of services.
- SUN endorses the concept of trained EFAP representatives in each joint program. These representatives do not counsel clients. They are **would be** trained as information givers regarding: the services of the EFAP and the ARS, what benefit coverage is available and how to access the programs.
- The costs incurred in designing, implementing and maintaining the EFAP is the responsibility of Management. SUN may be prepared to participate in cost sharing the annual budget for specified ARS with approval by the SDC/Local.

- The An individual's decision to participate in the EFAP and the ARS shall always be voluntary, thereby always maintaining the dignity of choice and respecting individual confidentiality.
- SUN strongly opposes any form of mandatory referral of employees by Management. Any potential disciplinary action by Management shall be separate from the EFAP as such actions are absolutely not a part of the program's functions or responsibilities.
- SUN will endorses those EFAPs which provide the opportunity for any the ability for any concerned employee, Union or Management, to **informally encourage** support the informal encouragement of any other employees to consider the value of using the EFAP and ARS.
- Access to the EFAP should be available as an initial point of entry, but must not curtail access for employees and their families to **must be covered by** their regular health and wages **extended health** benefits while participating in the program. Employees must have access to their sick leave credits when appropriate. SUN will advocate that work related illnesses are referred to the WCB process.
- SUN advocates that employers provide a non-specific payroll advance and travel compensation **when employees are required to travel for the purposes of accessing the EFAP.** to employees for treatment/ counseling not covered by regular health benefits when such is recommended by the ARS counselor and requested by the employee.
- The focus of the EFAP must be centered upon the provision of personal assistance to employees and their families and be kept outside of any adversarial issues between Union and Management.
- SUN is opposed to any form of random or mandatory drug testing of employees and would not support any suggested relationship with the EFAP.
- SUN SDC/Locals with existing EFAPs should review their programs and request revisions that are consistent with SUN's EFAP position. Where employers refuse to revise existing EFAPs, SDC/Locals should after complete and full discussion with their members, decline to participate in the existing EFAP.
- SUN believes that Nothing in the EFAP assumes precedence over the Collective Agreement. The Union shall maintain its right to represent any member who is disciplined.

SUN Board of Directors

\_\_\_ Carried    \_\_\_ Amended    \_\_\_ Defeated

Nominations for the 2014 SUN Elections closed on January 21, 2014. 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**

- First Vice-President: Denise Dick, Local 68, Moose Jaw Union Hospital, Moose Jaw
- Regional Representative, Region #2: Lorna Tarasoff, Local 33, Battlefords Union Hospital, North Battleford
- Regional Representative, Region #4: Maureen Arseneau, Local 68, Moose Jaw Union Hospital, Moose Jaw
- Regional Representative, Region #6: Patricia F. Smith, Local 126, Jubilee Residence, Saskatoon
- Base Hospital Representative, Regina: Laurelle Pachal, Local 106, Regina General Hospital, Regina

### **To be Elected by Ballot: Board of Directors, Base Hospital Representative, Saskatoon**

The following candidates are to be elected by mail in ballot. Ballots must be received at the Regina SUN office by 1630 hours, April 16, 2014 (Bylaw 4.13).

### **Candidate Position Statements**

#### **Mark Henderson – Local 75, Royal University Hospital**

Change yet nothing changes. The work environment for RN/RPN's is evolving, demands on nurses continues to increase with the increasing risk being nurses may have less time to spend with their patients. One of the key changes in health care is the increasing acuity of patients in all health care settings. I am working daily with the Saskatoon Health Region to meet the challenges of growth by advocating safe RN/RPN staffing compliments /work environments to provide safe patient care. The increase I have been seeking in safe staffing levels is not an end unto itself but a means to build a better health care system for members and the patients we provide care to. The increasing acuity of patients and the work required in the new work flow environment needs to be addressed by INCREASING RN /RPN'S AT POINT OF CARE.

Now more than ever it is important to document patient safety concerns in your areas. Vacancy management, position control, changing models of care, temporary positions are not answers to providing safe patient care. Effective decisions around patient needs involve the client, the nurse and the environment. How can we support our profession? Fill out the WSR's, engage with your local leadership. Together, we can keep our professional practice issues before the Government and Health Authority representing both our patient and member needs for safety in the workplace. I am asking for your support to advocate for you on the SUN Provincial Board of Directors.



#### **Randa Schikosky – Local 101, St. Paul's Hospital**

I am asking for support from Saskatoon base hospital members as I run for the position of their representative on the SUN Board of Directors.

Why run now? I am excited to say the next generation has taken over the Local Executive positions at my Local, St. Paul's Hospital, and I have time to serve my union in a different capacity.

I see a base hospital rep having two main duties. The first is being a good communicator. Communication is key between members, Locals, SUN District Council and the Board of Directors. As the recent President of my Local and past member of Local NAC, Local OH&S committee, and SUN District Council I am aware of the issues affecting the practice of members in the base hospitals as well as the rest of our region's facilities. Issues like over-capacity and the slashing of RN positions.

The second duty is being a decision maker. Decisions about the governance of our union, carrying out our mission, while spending our dues wisely.

I think I've got what it takes to do the job. I may not speak on the floor at provincial meetings very often but I am not afraid to speak up when I sit on committees. I am approachable and I'm able to look at all sides of an issue. I support SUN's vision of *healthy members, healthy union, healthy communities*.



*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 following outlines the funding options available to members attending

### Approved Funding for Board of Directors and Committee Members

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

Standing committees are limited to the following provincially elected committees: Program Committee, Finance Committee, Nominations Committee, Provincial Negotiations Committee, and Constitution, Bylaws and Resolutions Committee.

Approved funding shall be limited to:

#### Salary

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

#### Travel

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

#### Accommodations

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

#### Meals

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

#### Other Expenses

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

### Approved Funding for SDC Chairpersons (or Alternates)

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

Approved funding shall be limited to:

#### Salary

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

#### Travel

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

#### Accommodations

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

#### Meals

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

#### Other Expenses

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



## Approved Funding for SDC Representative (or Alternates)

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

Approved funding shall be limited to:

### Salary

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

### Travel

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

### Accommodations

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

### Meals

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

### Other Expenses

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

## Locally Funded

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

## District Funding

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

## Youth Funding

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

To be eligible for youth funding, applicable members must register as a Youth Delegate and select YES to apply for youth funding. Youth representatives must register prior to the **deadline of 1200 hours on April 15, 2014.**

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

Selected applicants will be notified **via e-mail by April 17, 2014.**

# LOCAL LISTING

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

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

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

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

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

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





Registration forms and payment must be received in the Regina SUN office by April 15, 2014, to ensure you receive your Meeting Package at the Annual Meeting.

### On-line Registration

Registration for the 2014 Annual Meeting is quick and easy! Two ways to register; two ways to pay!

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

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

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](mailto:sun.communications@sun-nurses.sk.ca)

Register on-line at  
[www.eply.com/2014AnnualMeeting](http://www.eply.com/2014AnnualMeeting)

# SUN 2014 ANNUAL MEETING REGISTRATION FORM

**PLEASE TAKE NOTE:** Registration forms and payment must be received in the Regina SUN office by **April 15, 2014**, to ensure you receive your Meeting Package at the Annual Meeting. A limited number of packages will be available for late registrants on a first come, first served basis. All members, including Board and Provincial Committee members, are responsible for meeting registration fees. Board and Provincial Committee members do not pay for the banquet, but you still must register.

Please PRINT CLEARLY using black ink.

## Member Information

Name: \_\_\_\_\_

Designation:  RN  RPN  RN(NP)

Mailing Address: \_\_\_\_\_

City/Town: \_\_\_\_\_

Postal Code: \_\_\_\_\_

Telephone: \_\_\_\_\_

E-mail: \_\_\_\_\_

Local #: \_\_\_\_\_

Facility/Agency Name: \_\_\_\_\_

Is this your first time attending the Annual Meeting?

YES  NO

Will you be attending the First Time Delegate Orientation?

YES  NO

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

YES  NO

Are you applying for Youth Funding (see page 17)?

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 16)

Check one:

SUN Board or Provincial Committee member

Committee: \_\_\_\_\_

Provincially funded SDC Chairperson (or alternate)

SDC: \_\_\_\_\_

Provincially funded SDC Rep (or alternate)

Facility/Agency: \_\_\_\_\_

Locally funded Local Representative

Local # or Facility: \_\_\_\_\_

## Meeting Registration and Banquet Fees

Please select the appropriate fee:

**Board/Committee Members UP TO April 15, 2014:**

\$45.00 – Meeting registration only

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

**Board/Committee Members AFTER April 15, 2014:**

\$55.00 – Meeting registration only

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

**Members UP TO April 15, 2014:**

\$45.00 – Meeting registration only

\$70.00 – Meeting registration and banquet

**Members AFTER April 15, 2014:**

\$55.00 – Meeting registration only

\$80.00 – Meeting registration and banquet

## Room Sharing Options

SUN will be generating a Public Report (containing name and local # only) for members to view who are seeking a room share partner. This report is to assist members in finding a room sharing partner for the Annual Meeting.

**It is important to note that SUN will not manage the room sharing nor give out contact information due to privacy issues.**

I am seeking a member to room share with. Please add my name to the public registrant list.

Do not add my name to the public registrant list.

## Banquet Transportation

FREE bus transportation has been arranged for travel to and from the Annual Meeting Banquet from the Best Western and Ramada Yorkton hotels.

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

## Total Payment

Meeting registration and banquet \$ \_\_\_\_\_

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

**Cheques are payable to SUN.**

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

**IMPORTANT:** By registering to attend the 2014 SUN Annual Meeting, you agree to the following: "While participating in all events related to the Annual Meeting, I am granting SUN permission to use any photos/video taken that include my image in all SUN publications, both print and electronic, including the SUN website. I am also giving SUN permission to give this image to a reputable third party (e.g. CFNU, SFL), when required, for both print and electronic publications. I fully acknowledge that my photo/video services have been donated, and I hereby waive any fees or payments."



# All events during the 2014 Annual Meeting will take place at the Gallagher Centre in Yorkton.

## Registration Information

Registration form and payment must be received in the Regina SUN office by **April 15, 2014**, 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 29	1900 – 2100 hours
Wednesday, April 30	0730 – 0900 hours
Thursday, May 1	0830 – 0900 hours
Friday, May 2	0830 – 0900 hours

### First Time Delegate Orientation

Wednesday, April 30	0815 – 0845 hours
---------------------	-------------------

### Meeting Times

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

Wednesday, April 30	0900 – 1600 hours
Thursday, May 1	0900 – 1700 hours
Friday, May 2	0900 – 1600 hours

### Welcome Social

Hosted by the Board of Directors

All SUN members welcome

Cash bar

Tuesday, April 29	1900 – 2200 hours
-------------------	-------------------

### Banquet: Nursing Through The Years

Wednesday, April 30

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.)

Buses are in the process of being arranged for transportation to and from the banquet from the Best Western and Ramada Yorkton hotels. If bus transportation is required, please indicate on the registration form.

## Fragrance and Smoke Free Event

- In accordance with **Membership Policy 012-M-2007**, the 2014 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 Gallagher Centre only.

## Hotel Accommodations

Members are responsible for booking their own accommodations. Hotels in the Yorkton area include:

- **Best Western Yorkton Inn (unionized)**  
2 Kelsey Bay Tel: 306.783.3297  
[www.bestwesternyorkton.com](http://www.bestwesternyorkton.com)
- **Days Inn & Suites**  
275 Broadway Street East Tel: 306.782.3112  
[www.daysinn.ca/hotels/saskatchewan/yorkton/](http://www.daysinn.ca/hotels/saskatchewan/yorkton/)
- **Home Inn & Suites**  
506 Broadway Street West Tel: 306.782.7829  
[www.d3h.ca/yorktonhomesuites](http://www.d3h.ca/yorktonhomesuites)
- **Howard Johnson Inn**  
207 Broadway Street East Tel: 306.783.6581  
[www.hojo.com/hotels/saskatchewan/yorkton/](http://www.hojo.com/hotels/saskatchewan/yorkton/)
- **Ramada Yorkton (unionized)**  
100 Broadway Street East Tel: 306.783.9781  
[www.ramada.com/hotels/saskatchewan/yorkton/](http://www.ramada.com/hotels/saskatchewan/yorkton/)

## Restaurants

The Gallagher Centre is only a few minutes away from the Parkland Mall, and local restaurants. Visit [tourismyorkton.com](http://tourismyorkton.com) for a list of restaurants in the Yorkton area.

## General Information

### Meals

- Breakfasts are not supplied
- 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 28, 2014**

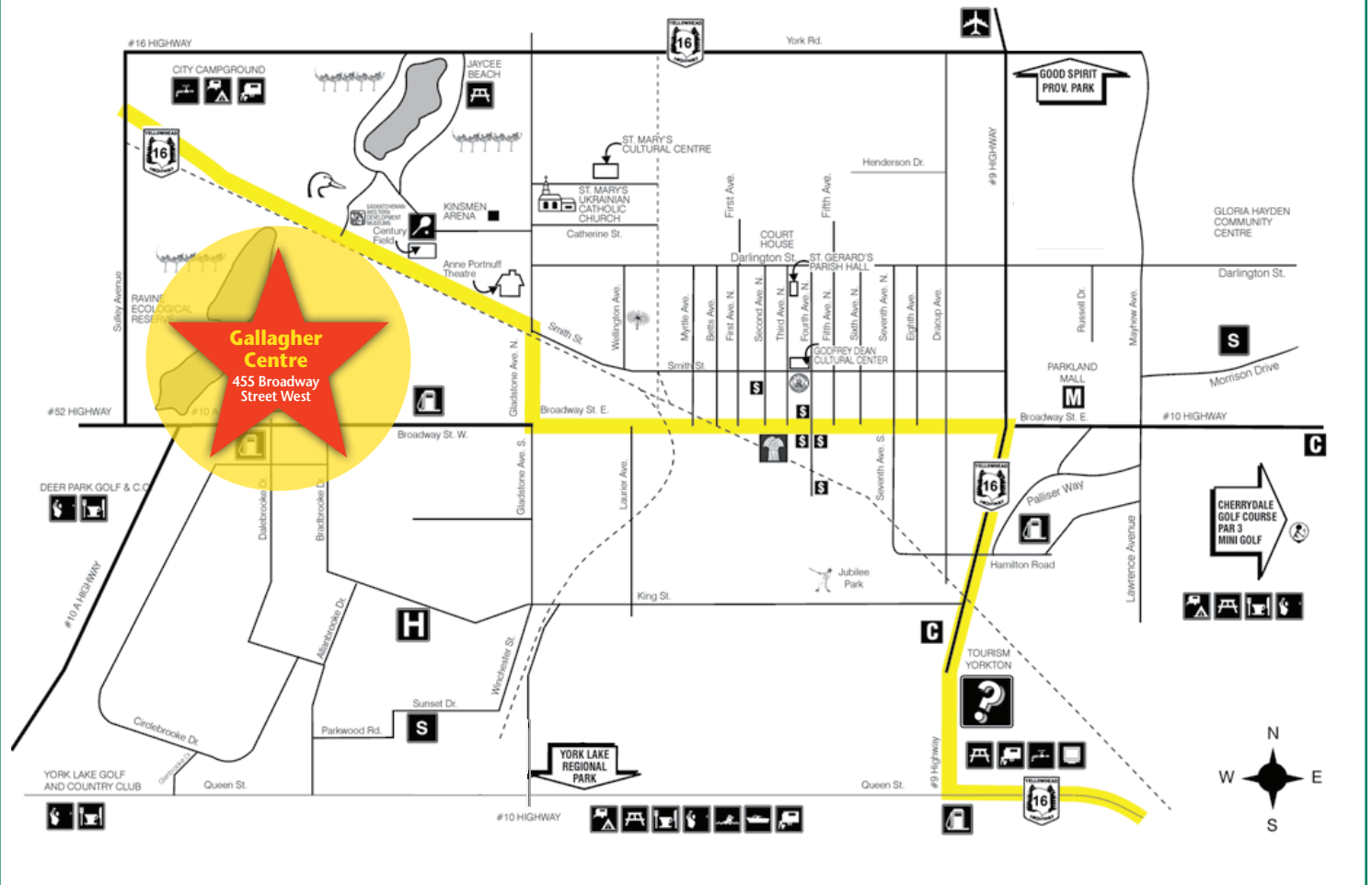
### SUN Shoppe

- **Open April 30 and May 1 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 for donation bins
- Other – Coffee mug, water bottle and snacks

# YORKTON



## 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](mailto:regina@sun-nurses.sk.ca)  
 Web site: [www.sun-nurses.sk.ca](http://www.sun-nurses.sk.ca)

Publication Agreement Number – 40065076