

Solidarity in Action:



Creating Change Together.

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This past year has been defined by action, connection and the power of standing together. As my first year serving as President of SUN, I have seen firsthand the incredible things we can achieve when we stay focused, united and committed to our shared purpose. Solidarity is not just a value. It is how real change happens.



Raising the Bar and Resetting the Standard

Collective bargaining has been a main focus throughout 2025. We know members feel progress has been slow and sometimes frustrating. We understand and share that frustration. Negotiations are still underway, and new bargaining dates are already set for 2026 to speed up this work. We go into every session prepared, determined, and clear about what registered nurses deserve. Our goal is to secure real improvements, help Saskatchewan compete, and make our province a leader in Canada.



Stronger collective agreements mean more than updated language or wages. They represent respect, retention, and support, enabling registered nurses to deliver safe, high-quality care. We work on this by developing key agreement language. As negotiations continue, members will always be informed. Transparency is essential. We will stay committed to our priorities and push for outcomes that reflect SUN members' strength and solidarity.



Professional Practice Wins Through Collective Action

This year, the power of collective action delivered real, tangible wins for registered nurses across Saskatchewan. SUN members spoke up boldly and consistently, completing almost 2,900 Work Situation Reports in 2025. This dramatic increase reflects registered nurses standing together and taking action to improve workplaces and patient care across the province.

These efforts led to meaningful professional practice gains in hospitals and health facilities, large and small, highlighting the impact of registered nurses collaborating through the Joint Nursing Advisory Committees. These successes are proof that when registered nurses act in solidarity, they can shape safer practice conditions, stronger supports, and better professional environments for everyone. Joint NAC gains included increases in registered nurse and nurse practitioner positions, as well as increases in other provider, and



Stronger collective agreements are about **respect, retention and ensuring RN's feel valued.**

support services (e.g., CCAs, Porters, EKG technicians). The IAC decisions received in 2025 consistently delivered a clear message, recognizing the impacts of registered nurse deficits and patient safety requirements. The gains were achieved across tertiary, regional and rural facilities in every corner of the province.





At Every Table, In Every Room, Influencing the Healthcare Agenda

SUN maintained a strong push for change at both the provincial and federal levels. Over the summer of 2025, I met with the Premier and provincial health care leaders to discuss minimum nurse-patient ratios, systemwide staffing challenges, rural service disruptions and a renewed focus on retention. These conversations reinforced the importance of keeping registered nurses central to system decision-making. It is important that we are loud and clear; staffing levels are a life-or-death variable. Ratios are THE answer.

We spoke many times with Saskatchewan's health minister about the need to address system challenges and workforce sustainability. At the federal level, I worked with the Canadian Federation of Nurses Unions (CFNU) to meet with Saskatchewan MPs and Senators, the Shadow Minister for Labour, and the Secretary of State for Rural Development. We pushed for national action on violence and nurse safety, the nurse shortage, healthcare privatization, and Indigenous health equity. In February 2026, CFNU hosted Canada's first National Council for Nurse-Patient Ratios Implementation meeting, which gathered health employers, government, academics, and nurses' unions to coordinate advocacy for implementing nurse-patient ratios across the country.



From the Frontlines to the Future: Building Power at Every Level

Throughout the year, I have made it a priority to be present with members whenever possible. Attending local meetings, visiting worksites and listening directly to SUN members not only kept me grounded in the realities of frontline care but also strengthened our collective voice. The newly created Local leadership network sessions also allowed us to educate Local Leaders in their roles and provide them with the tools to perform them more effectively. This grassroots engagement is where solidarity becomes action and where meaningful change begins.

I was also proud to connect with the next generation of registered nurses at the Canadian Nursing Students' Association conference in Saskatoon in early 2026. Speaking about the importance of collectivism and engaging with SUN from the start of a nursing

career, reinforcing that building solidarity begins long before the first day of practice.

These experiences are just the beginning of what I see as a renewed focus on member engagement and growing solidarity across our union. Heading into 2026 and beyond, I want to see this energy expand, bringing us back to the core of what makes SUN strong. Our collective action at work lays the foundation for real, lasting change for our members and registered nurses across Saskatchewan. When this happens, patients and families benefit too.

“Solidarity is not just a value. It is how real change happens.”

Owning the Narrative, Changing the Story

Throughout 2025, SUN confronted the most critical challenges facing our healthcare system. By amplifying the lived experiences of members in news and social media, SUN drove province-wide conversations about workplace violence, emergency department overcrowding, rural service disruptions, chronic pressures in maternal services in Saskatoon and Regina, AIMS payroll and scheduling issues and the morale impacts of systemwide nursing shortages.

This advocacy led to tangible results. A pause was placed on the AIMS scheduling system after SUN members raised clear concerns about its impact on staffing and safe patient care. In Regina's labour and birth unit, improved registered nurse baseline staffing announcements marked an important step forward. At St. Paul's Hospital in Saskatoon, the installation of a metal

detector in the emergency department signalled a small but meaningful move toward strengthening workplace safety.

Together, these actions demonstrate what happens when registered nurses speak up and stand together.



When Members Speak, Change Follows

In 2025, the Making the Difference campaign reached more people than ever before, significantly growing public awareness and support for Saskatchewan registered nurses. More individuals not only engaged with the campaign but also took meaningful action to stand behind the registered nurses caring for communities across the province every day.

At the heart of this momentum is SUN's Your Voice inbox. It has become more than a feedback loop. It is a powerful

tool for accountability, driven by member action. When members share their experiences, it sparks a chain reaction. SUN brings those realities to light; the public becomes informed, and decision-makers are compelled to respond. From improved registered nurse baseline staffing announcements to pausing flawed systems like AIMS scheduling, meaningful progress begins with members speaking up. This is solidarity in action.

All In for What Comes Next

As we reflect on 2025, one thing is clear. Solidarity works. When registered nurses act collectively, we create change that strengthens our workplaces, enhances patient care and advances our profession.

Thank you to every SUN member who spoke out, stood together and contributed to the momentum of this past year. Your solidarity is the driving force behind everything we accomplish. Let's continue building a stronger, more resilient union and a health care system that recognizes the value, skill and dedication of registered nurses across Saskatchewan. Stay involved, champion your priorities, and encourage your colleagues to participate—together, our impact will grow. We do this through ongoing engagement, fostering leadership amongst us all, and demanding more of ourselves and the system we serve.

In solidarity and with determination for what lies ahead,

Bryce Boynton, RN
PRESIDENT



Committee Reports





Constitution, Bylaws and Resolutions Committee

Your CB&R Committee consists of Jennifer Eliason, RPN – BOD Liaison, Candace Lahoda, RN – Chair, Angie Achter, RN, Mandi Senger, RN, and Melanie Martin, RN.

At the 2025 SUN Annual Meeting in Regina it was announced that Mandi Singer and myself, Candace Lahoda, were re-elected to the Constitutions, Bylaws and Resolutions (CB&R) Committee, and we welcomed two new members to the Committee, Angie Achter and Melanie Martins. Jennifer Eliason was assigned as our Board Liaison. At our first meeting I was re-elected as Committee Chair, and Mandi Singer is currently in the position of Recorder while our new members get accustomed to the Committee processes.

We started our term with a member orientation and education day in October 2025, which included a review of our terms of reference, and an education session with one of SUNs parliamentarians. This education helped set the foundation for our following meetings.

Following our education we met again in November to review the Call for Resolutions and Discussions paper to make recommendations for changes and edits, as well as to prepare the Committee’s Resolutions to be submitted for consideration at the SUN Annual Meeting. At each meeting the CB&R Committee reviews the submitted Local Bylaws Prototypes, and the Committee has provided feedback to the Board of Directors in regards to potential proposed changes for further amendments to the prototype to help with ease of use. We’re happy to share that a PDF fillable copy of the prototype is being considered as a potential improvement in the future.

The committee met in January to receive resolutions and prepare a report for the membership that was sent in February. The next step is for our Committee to present the resolutions package to you, the members, at the 2026 SUN Annual Meeting. Looking forward to seeing you all there!

Candace Lahoda, RN
CHAIR

Finance Committee

Your Finance Committee consists of, Denise Dick, RN – First Vice-President, (Chair of Committee) Bryce Boynton, RN – President, Angela Felskie, RN (Local 29) and Maureen Arseneau, RN (Local 68); ex-officio members are Executive Director Donna Trainor, RN and SUN’s Accountant Lorna Bingaman.

The Finance Committee’s role includes making recommendations regarding financial implications of policy and administrative decisions to the Board; the review and recommendation of annual budget for submission to the Board; and overseeing expenditures, revenues and investment portfolios.

In order to carry out these duties, the Committee met two times in 2025 and 2026:

- October 3, 2025: *Met with a representative from RBC Dominion Securities to review SUN’s investment portfolio and ensure SUN’s investment policy remains relevant. In addition, the Committee reviewed the presentation of proposed 2026 budget and recommended approval to the Board of Directors.*
- March 12, 2026: *Reviewed the Audited Financial Statements in detail with the Auditor; recommended acceptance of the respective statements to the Board of Directors.*

The 2026 Budget was approved by the Board of Directors on October 29, 2025, with assumptions based on 9,500 members.

To ensure accountability, as well as ensure SUN continues to follow best practices and sound accounting principles, SUN’s financial statements are reviewed on an annual basis by an independent auditor. MNP LLG conducted an audit of SUN’s financial records in February 2026; the audited statements can be found starting on **page 12** of this publication.

Denise Dick, RN
CHAIR

Nominations Committee

Your Nominations Committee consists of Gail Kizlyk, RN – Chair and Gloria Dureault, RN.

The Nominations Committee met in Regina for our fall meeting. At the fall meeting, we reviewed the upcoming positions that would be eligible for the 2026 election.

The committee reviewed all of the memos and nomination forms applicable to the Call for Nominations that were sent to all Members and Local Presidents for the positions that need to be elected in 2026.

The Call for Nominations opened November 14 2025 and closed on January 15, 2026 at 1200.

We welcomed our newest member Gloria Dureault to the committee. We began the year as three, and ended the year as two, saying goodbye and thank you to Catherine Costa for her service on this committee over the last 3 years.

At the January meeting, the committee reviewed all nomination forms and verified acclamation to positions and which positions needed electronic voting needs to be initiated.

We also initiated a by-election to fill the vacancy on the nominations committee.

The committee met again in February to receive and verify the nomination forms from the by-election and determined next steps.

The committee meets again in April at the Annual Meeting in Regina and resumes duties of the committee at that time. The Annual Meeting is our busiest time as a committee, as we initiate the election process if there are any vacant positions. Our committee is available at the Annual Meeting to answer any questions members may have about the election process. We also prepare the announcement of election results which happens on the final day of the Annual Meeting.

The committee would like to send our appreciation and thanks to Nina Johnson and Carmen Powers from the SUN Staff who have assisted our committee over this last year.

Gail Kizlyk, RN
CHAIR

Community Connections Committee

Your Community Connections Committee consists of Tracy Bergen, RN (Local 75), Naticia Erhardt, RN (Local 106), Lilian Fehr, RN (Local 75), Fiore Teclom, RN (Local 75), Yvonne Sawatzky, RPN (Local 86), and Darcy McIntyre, RPN, Board Liaison.

The purpose of the Community Connections Committee is to research community programs for the annual Community Support Project as determined by the SUN Board of Directors and to encourage Locals to consider involvement in community programs. We will be supporting the Food Banks of Saskatchewan this year.

The Committee met in November, January, and February to discuss goals and create an action plan to provide support to the Food Banks of Saskatchewan through our annual meeting committee project. The Committee is also investigating ways to increase awareness of the Foodbanks’ needs and to engage Locals to support the Food Banks in their communities. The Committee will gather on March 17th to volunteer at the Saskatoon Food Bank and Learning Centre. We look forward to sharing more information at the Annual Meeting. Pockets the Pig will once again be making the rounds to collect monetary donations and take selfies.

We’d like to thank SUN Staff Nina Johnson and Chris McCormick for helping us bring our ideas to life.

Tracy Bergen, RN
CHAIR



Negotiations Committee

Overview

Over the past 12 months, SUN’s Negotiations Committee has met with the Saskatchewan Health Authority (SHA) and the Saskatchewan Association of Health Organizations (SAHO) across multiple three- and four-day bargaining sessions. The committee has made substantial progress on several fronts while navigating some challenging and ongoing areas of disagreement.

To date of writing (February 26, 2026) we have 620 articles that have been agreed to.

Below is a high-level summary of the key themes, accomplishments, and areas still in progress.

Major Accomplishments

Organizational Change Articles

This was the single biggest achievement of the bargaining period. After weeks of focused effort from September through October, both parties agreed on fully reworked language for four foundational articles:

- Article 30 – Mergers or Transfers
- Article 31 – Closure or Conversion
- Article 33 – Technological Change
- Article 34 – Organizational Change

Why this matters: With the SHA’s planned phases of reorganization ahead, this new language gives members improved clarity, protected rights, and real options during periods of workplace change.

Article 28

Agreement was reached on improved Article 28 language that provides:

- Better and clear choices for members facing workplace changes
- Requirements for written communication between the Employer, the member, and the union
- Agreement on key definitions regarding where members perform their duties and where positions are based

Additional Articles and Housekeeping

Throughout the bargaining period, the committee also achieved sign-off on numerous additional items including:

- General Leave language (Article 17) – improved clarity and application

- Mutual Shift Trades (Article 7.13) – minor adjustments
- Union Representation, Local space, grievance leave, and dues list language
- Seniority provisions and access to leave for personal healthcare
- Multiple definitions and housekeeping items
- Articles 6.02, 6.04(c), 6.11, 6.12, 6.14, 18.08, 20.02–20.04, 20.07, 29.01(a)–(b), 41.01(a) & (d)

Expanded Bargaining Schedule

In October, SAHO agreed to 25 additional bargaining dates on top of those already established. Sessions are now scheduled in most months, a significant development that has allowed the committee to build and maintain momentum.

Ongoing Challenges

Community and Multi-Site Positions (Articles 26 & 45)

This has been the most contentious area of bargaining throughout the period. The core disagreement centers on:

- The Employer’s position: Broad flexibility to move members across sites and through undefined geographies without what SUN considers meaningful supports and safeguards.
- SUN’s position: Members need clarity on where they work, defined geographical limits, and protections to ensure safe, timely patient care.

The committee has repeatedly requested data from SAHO on positions, locations, service areas, and the nature of work being performed. A disclosure deadline passed in January 2026, and the committee continues to press for full transparency. SAHO has committed to bringing examples to clarify their concerns in upcoming sessions.

Status: Proposals have been exchanged by both sides. Discussions are ongoing, with significant philosophical differences still to be bridged.

Float Assignments & Article 37

Float language became a focus in January 2026, with the committee emphasizing:

- Members need clarity on which locations they may be floated to and under what circumstances
- Timely and relevant orientation must be in place when floating occurs
- Initial discussions on Article 37 showed the Employer shifting to a significantly different mindset in their latest proposals, which may help move the parties closer together



Tone and Approach

Throughout these sessions, both parties have predominantly used a problem-solving approach. There have been difficult and heated exchanges — particularly around community and multi-site issues — but both sides have consistently demonstrated a willingness to return to the table, listen, and work toward solutions. The committee has kept member stability, patient care, and the ability to exercise rights at the forefront of every discussion.

Looking Ahead

With an expanded bargaining schedule now in place, the committee’s priorities going forward include:

- Pushing forward toward monetary discussions on all monetary items.
- Resolving the community and multi-site language (Articles 26 & 45)
- Finalizing float assignment language
- Continuing progress on Article 37
- Working through remaining open items including remote work, transfers and mergers provisions
- Pressing for full disclosure of outstanding data from the Employer

The committee remains committed to solutions-focused dialogue and to advancing language that protects members and supports the delivery of safe, effective, and timely patient care.

Mark Henderson, RN
CHAIR

Your Negotiations Committee consists of:

- **Bryce Boynton, RN**
President
- **Mark Henderson, RN**
Second Vice-President & Committee Chair
- **Tricia Jones, RN**
Integrated Facilities Representative
- **Linda Maurer, RN**
Long Term Care Representative
- **Krystle Wallman, RN**
Mental Health Representative
- **Lesley Shoemaker, NP**
Nurse Practitioners Representative
- **Rebecca Pott, RN**
Public Health Representative
- **Pamela Todd, RN**
Regina Base Hospitals Representative
- **Leah Puetz, RN**
Regional Hospitals Representative
- **Racheal Martens, RN**
Saskatoon Base Hospitals Representative
- **Dean Job**
Director of Labour Relations
- **Amber Alecxe**
Director of Government Relations
- **Dave Nameth**
Labour Relations Officer
- **Evan Holmes**
Research and Policy Analyst
- **Janelle Ruhr**
Administrative Assistant

Financial Statements



Independent Auditor's Report

To the Members of Saskatchewan Union of Nurses:

Opinion

We have audited the financial statements of Saskatchewan Union of Nurses ("SUN"), which comprise the statement of financial position as at December 31, 2025, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of SUN as at December 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of SUN in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Unaudited Budget

The budget information presented on the statement of operations is not required as part of the financial statements. The budget is unaudited and presented for informational purposes only.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

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

In preparing the financial statements, management is responsible for assessing SUN's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate SUN or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing SUN's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of SUN's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on SUN's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause SUN to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Regina, Saskatchewan

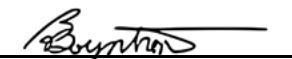
March 18, 2026

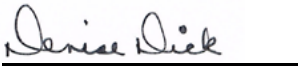
MNP LLP
Chartered Professional Accountants

Saskatchewan Union of Nurses
Statement of Financial Position
As at December 31, 2025

	2025	2024
Assets		
Current		
Cash	10,037,892	10,857,503
Marketable securities (Note 3)	1,950,153	13,753,085
Accounts receivable	970,293	904,905
Prepaid expenses and deposits	177,108	195,709
Inventory	117,467	135,869
	13,252,913	25,847,071
Investments (Note 4)	21,173,483	4,520,108
Capital assets (Note 5)	859,101	1,738,212
	35,285,497	32,105,391
Liabilities		
Current		
Accounts payable and accruals	1,313,329	1,191,809
Employee accruals (Note 7)	509,022	618,548
	1,822,351	1,810,357
Net Assets		
Appropriated net assets (Note 9)	28,378,216	25,210,104
Available net assets	5,084,930	5,084,930
	33,463,146	30,295,034
	35,285,497	32,105,391

Approved on behalf of the Board


Director


Director

The accompanying notes are an integral part of these financial statements

Saskatchewan Union of Nurses
Statement of Operations
For the year ended December 31, 2025

	2025 Budget (Note 11)	2025	2024
Revenue			
Member dues	12,713,366	16,005,879	15,993,477
Investment income	270,000	1,151,799	1,279,453
Other	62,800	77,068	157,140
Unrealized gain on investments	-	381,313	100,992
Total revenue	13,046,166	17,616,059	17,531,062
Expenses			
Salaries and benefits - staff	6,997,035	5,970,297	5,996,220
Salaries and benefits - members	2,262,486	1,930,491	2,052,275
Administration and occupancy (Note 12)	2,214,666	1,603,202	2,264,142
Promotions and advertising	1,598,750	1,085,508	1,184,762
Professional fees	859,965	851,644	747,327
Grants	170,000	658,000	42,500
Meetings	785,021	650,149	891,107
Affiliations	517,820	512,810	497,856
Travel	834,294	471,736	487,402
Accommodation	596,170	319,490	337,626
Donations	185,000	181,000	229,000
Amortization	125,040	172,038	146,426
Condo	51,552	41,582	41,430
Total expenses	17,197,799	14,447,947	14,918,073
Excess (deficiency) of revenue over expenses	(4,151,633)	3,168,112	2,612,989

The accompanying notes are an integral part of these financial statements

Saskatchewan Union of Nurses
Statement of Changes in Net Assets
For the year ended December 31, 2025

	Appropriated net assets (Note 9)	Available net assets	2025	2024
Net assets, beginning of year	25,210,104	5,084,930	30,295,034	27,682,045
Excess (deficiency) of revenue over expenses	(1,770,534)	4,938,646	3,168,112	2,612,989
Transfers from available net assets	4,938,646	(4,938,646)	-	-
Net assets, end of year	28,378,216	5,084,930	33,463,146	30,295,034

The accompanying notes are an integral part of these financial statements

Saskatchewan Union of Nurses
Statement of Cash Flows
For the year ended December 31, 2025

	2025	2024
Cash provided by (used for) the following activities		
Operating		
Cash received from members	16,148,065	16,354,216
Cash paid for operating expenses	(5,689,104)	(6,091,815)
Cash paid for salaries and benefits	(8,668,314)	(8,203,510)
Cash received for interest	281,231	324,339
	2,071,878	2,383,230
Investing		
Purchase of capital assets	(19,685)	(77,288)
Proceeds on disposal of capital assets	726,757	2,400
Purchase of investments	(3,598,561)	-
	(2,891,489)	(74,888)
Increase in cash resources	(819,611)	2,308,342
Cash resources, beginning of year	10,857,503	8,549,161
Cash resources, end of year	10,037,892	10,857,503

The accompanying notes are an integral part of these financial statements

1. Incorporation and nature of the organization

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

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

2. Significant accounting policies

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

Marketable securities and investments

Marketable securities and investments are measured at fair value. Changes in fair value are recorded immediately in the statement of operations as unrealized investment gains (losses).

Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution plus all costs directly attributable to the acquisition.

Amortization is provided using the declining balance method at rates intended to amortize the cost of assets over their estimated useful lives, except leasehold improvements and computer software.

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

Revenue recognition

Member dues are recognized in operations in the period to which they relate and collectibility is reasonably assured.

Investment income and other revenue is recognized in operations when earned and in the period to which it relates. Other revenue relates to income earned on condominium rental, administrative fees and annual meeting. SUN Merchandise sales are recorded as revenue at the point of sale.

Appropriation

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

Fund accounting

SUN follows the deferral method of accounting for contributions and reports using fund accounting, and maintains 10 funds:

- The Operating Fund is used to account for all revenue and expenses related to general and ancillary operations of SUN.
- The Collective Bargaining Defense Fund is used to defend collective bargaining which includes holding bargaining conferences, providing strike and/or lock out pay, covering member and staff expenses associated with collective bargaining as well as strike or labour dispute averting or supporting campaigns and covering staff and legal expenses associated with running and settling a labour dispute. This fund also covers the costs of grievance and arbitration work.
- The Campaign Fund is used to reduce the financial burden on the budget while undertaking multi year campaigns.
- The Legal Challenge Fund is used to fund costs associated with legal and legislation challenges that have an impact on members.
- The Legal Assistance Fund is used to fund the legal assistance costs for members.
- The Membership Education Fund is used to fund members' unbudgeted internal or external education opportunities.
- The Capital Fund is used to reduce the financial burden on the yearly budget to cover major capital expenditures.
- The Convention Fund is used to reduce the financial burden on the operating budget by covering the cost of holding an annual meeting and funding member attendance at various conventions.
- The Saskatchewan Health Coalition Fund is used to reduce the financial burden on the yearly budget to fund a multiyear commitment to the Saskatchewan Health Coalition.
- The Succession Planning Fund is used to identify long range human resource needs through assessment, development, and mentorship. Also, to support human resource planning that includes but is not limited to planned/unplanned vacancies, organizational movement, and member engagement. The fund is intended to encompass in-scope, out-of-scope and elected positions.

Measurement uncertainty (use of estimates)

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

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

SUN capital assets have finite useful lives. Consequently, the amortization amount of these assets is allocated on a systematic basis over their useful lives. Judgement is therefore required on:

- The determination of the useful lives, as this is based on the management's estimates regarding the period over which the assets are expected to produce; and
- The determination of the amortization method.

Both the amortization period and method have an impact on the amortization expense that is recorded in each period.

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

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

By their nature, these judgments are subject to measurement uncertainty, and the effect on the financial statements of changes in such estimates and assumptions in future years could be significant. These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess of revenues over expenses in the years in which they become known.

Financial instruments

SUN recognizes financial instruments when the SUN becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, SUN may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. SUN has made such an election to value marketable securities and investments at fair value.

SUN subsequently measures marketable securities and investments at fair value. Fair value is determined by published price quotations. All other financial assets and liabilities are subsequently measured at amortized cost.

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

Financial asset impairment

SUN assesses impairment of all its financial assets measured at cost or amortized cost. SUN groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group; there are numerous assets affected by the same factors; no asset is individually significant, etc. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments in determining whether objective evidence of impairment exists. When there is an indication of impairment, SUN determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year.

Any impairment, which is not considered temporary, is included in current year excess (deficiency) of revenue over expenses.

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

Employee future benefits

SUN's employee future benefit program consist of a defined benefit plan under which both the Organization and employees make contributions. SUN's obligations to the multi-employer plan is limited to the monthly required contributions.

Accounting for cloud computing arrangement

The Company has applied the simplification approach to account for expenditures in a cloud computing arrangement. Under the simplification approach, the Company recognizes expenditures related to the elements in the cloud computing arrangement as an expense as incurred.

3. Marketable securities

SUN has various short term marketable securities with interest rates between 1.55% to 5.34% (2024 - 0.00% to 6.24%) and maturity dates ranging between January 2026 to December 2026 (2024 - January 2025 to December 2025).

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

	2025	2024
Cash account	5	48,736
Guaranteed investment certificates, investment savings account, bonds	1,950,148	13,704,349
	1,950,153	13,753,085

4. Investments

SUN has various long term investments with interest rates ranging between 1.55% to 4.88% (2024 - 1.55% to 5.34%) and maturity dates ranging between Jan 2027 to October 2035 (2024 - May 2026 - August 2028).

	2025	2024
Guaranteed investment certificates, bonds	21,173,483	4,520,108

5. Capital assets

	Cost	Accumulated amortization	2025 Net book value	2024 Net book value
Land	181,000	-	181,000	181,000
Buildings	1,141,985	683,293	458,692	1,279,154
Computer equipment	674,544	551,134	123,410	176,575
Furniture and fixtures	348,875	288,791	60,084	62,445
Leasehold improvements	22,719	22,719	-	-
Land improvements	71,215	35,356	35,859	38,978
Incorporation costs	704	648	56	60
	2,441,042	1,581,941	859,101	1,738,212

6. Financial instruments

SUN, as part of its operations, carries a number of financial instruments. It is management's opinion that SUN is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Credit concentration

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

Interest rate risk

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

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

Interest rate risk is mitigated due to the relatively short term nature of the marketable securities and investments.

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2025

7. Employee accruals

Accrued employee benefits consist of the following:

	2025	2024
Vacation pay	385,532	395,642
Overtime pay	38,100	32,093
Retiring allowances	85,390	146,356
Other	-	44,457
	509,022	618,548

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

8. Employee future benefits

Defined benefit plan

SUN has a defined benefit plan under which both the Organization and employees make contributions. Saskatchewan Union of Nurse's contributions are 10% of the individual's annual salary and corresponding expense totalled \$249,164 in 2025 (2024 - \$230,296). SUN's obligations to the multiemployer plan is limited to the monthly required contributions.

9. Appropriated net assets

	Balance, beginning of year	Deficiency of revenue over expenses	Transfers from available net assets	Balance, end of year
Collective Bargaining Defense Fund	9,000,331	196,626	1,451,766	10,648,723
Campaign Fund	5,028,401	(777,672)	777,672	5,028,401
Legal Assistance Fund	250,000	-	-	250,000
Member Education Fund	550,000	3,787	-	553,787
Capital Fund	1,295,686	-	(19,685)	1,276,001
Legal Challenge Fund	2,000,000	(146,550)	682,891	2,536,341
Convention Fund	6,605,249	(1,017,191)	2,046,002	7,634,060
Saskatchewan Health Coalition Fund	80,000	(20,000)	-	60,000
Succession Plan Fund	400,437	(9,534)	-	390,903
	25,210,104	(1,770,534)	4,938,646	28,378,216

Refer to Note 2 for descriptions of the funds.

Saskatchewan Union of Nurses
Notes to the Financial Statements
For the year ended December 31, 2025

10. Commitments

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

2026	251,258
2027	202,250
2028	197,449
2029	163,661
2030	163,661
	978,279

11. Budget information

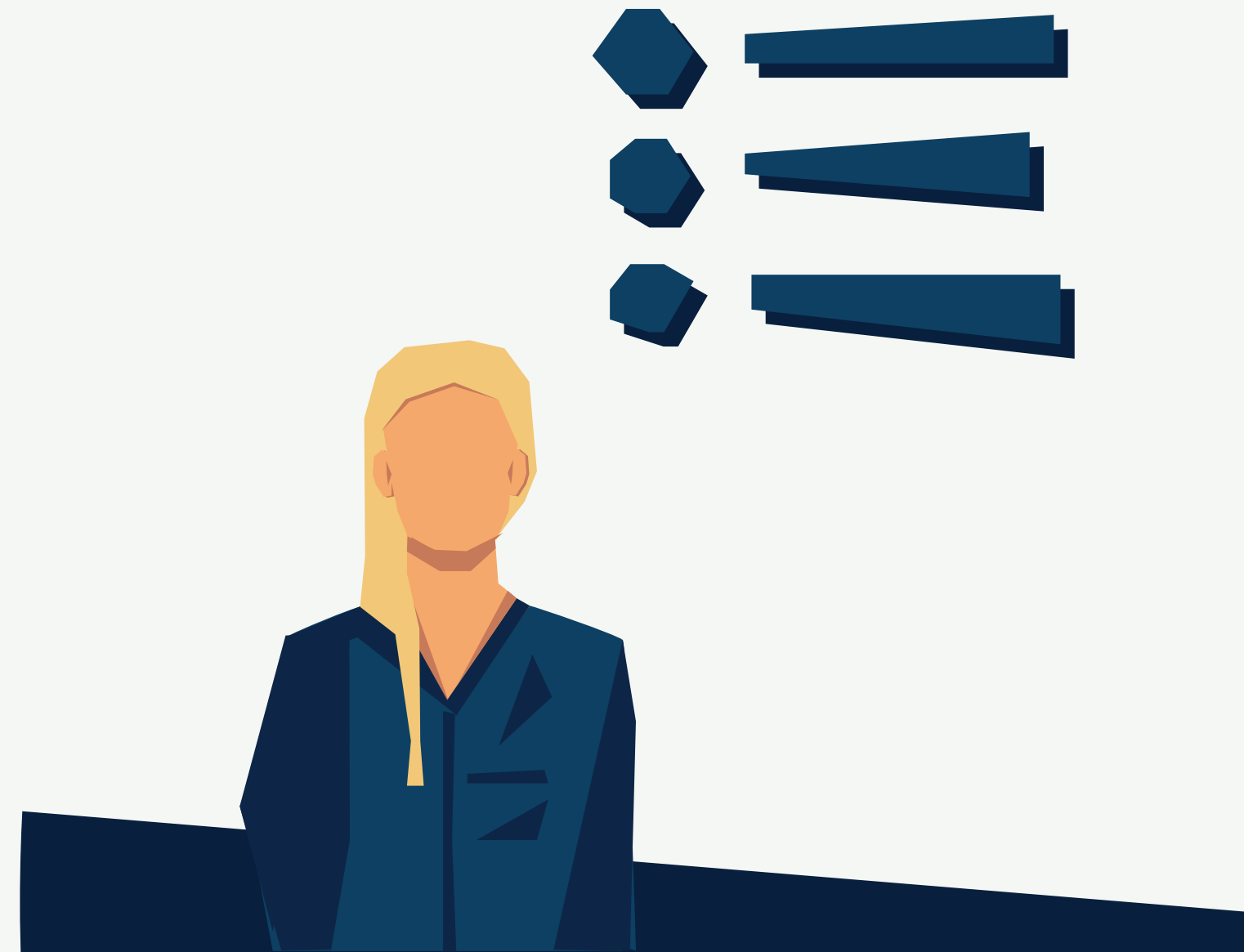
During the year, the Board approved its operating budget based on planned expenses and current year sources of revenue. The budget balances have been attached for information purposes only and are unaudited.

12. Administration and occupancy expenses

Administration and occupancy expenses are comprised of the following:

	2025	2024
Books and subscriptions	9,456	9,570
Contract services	393,020	552,389
Courier	9,281	13,671
Equipment rentals	356,379	621,925
Insurance	37,681	35,564
Miscellaneous	17,913	35,951
Office rent and utilities	253,227	249,967
Office supplies	81,897	120,004
Postage	74,098	278,943
Property taxes	34,290	34,224
Repairs and maintenance	221,574	194,940
Telephone	114,386	116,994
	1,603,202	2,264,142

Annual Meeting Guide





2026 Annual Meeting Agenda

April 22, 23, 24

	Call To Order	Morning Break	Lunch Break	Afternoon Break	Adjournment
Wednesday	0900	1015 - 1045	1145 - 1315	1415 - 1430	1630
Thursday	0900	1015 - 1045	1145 - 1315	1415 - 1430	1630
Friday	0900	1015 - 1045	1145 - 1315	1415 - 1430	1630

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 the adoption of the agenda.

Urgent Resolutions may be submitted to the Constitution, Bylaws & Resolutions Committee until 1200 on April 23, 2026.

Order of Business

Call to Order	President’s Address
O Canada	First Vice-President’s Report
Knowledge and Reflection	Auditors Report
Statement on Harassment Free Convention	Committee Reports:
Climate Goals, and Meeting Rules and Privileges	• Community Connections Committee • Constitution, Bylaws and Resolutions Committee • Negotiations Committee • Nominations Committee
Appointment of Credentials Committee Appointment of Scrutineers	
Special Orders:	Lifetime Memberships Presentation
• April 22 @ 1000 — Nominations Committee — announcement of vacant positions • April 23 @ 1545 — Nominations Committee — Candidates Platform • April 24 @ 1000 — Nominations Committee — Online Voting • April 24 @ 1600 — Nominations Committee — Elections Results	Leadership Awards Presentation
	Constitution, Bylaws and Resolutions Report
	New Business
	Unfinished Business
	President’s Address
Approval of Agenda	Adjournment
Approval of 2025 Minutes	
Disposition of 2025 Resolutions	

Robert's Rules of Order

When conducting business meetings such as the annual meeting, bargaining conferences, or special meetings of the union, SUN follows Robert's Rules of Order. The following is a brief overview to assist members during the meeting.

The purpose of Robert's Rules of Order include 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 re-stated before a vote is taken.
- No person can speak until recognized by the Chair.
- Personal remarks are always out of order.
- A majority vote (50% + 1) is “the majority of the total number of those who are members of the voting body at the time of the vote.” The “voting body” refers to the members in the meeting room at the time of the vote.
- A two-thirds vote is required to:
 - Suspend or modify a rule of order previously adopted.
 - Prevent the introduction of a question for consideration.
 - Close or limit debate (calling the question).
 - Implement constitutional changes.

Role Of The Presiding Officer

- The SUN President is the presiding officer or meeting Chair for all business meetings of the Union.
- The Chair remains impartial during a debate. The presiding officer must relinquish the Chair in order to debate the merits of a motion. In such instances, the First Vice-President takes over as Chair.
- Introduces business in proper order, as determined by the agenda.
- Recognizes speakers.
- Determines if a motion is in order.
- Keeps discussion relevant to the pending motion.
- Maintains order and decorum by ensuring Robert's Rules of Order are adhered to.
- Puts motions to a vote and announces results.

Role Of The Parliamentarian

- The Parliamentarian is an expert in interpreting and applying Robert's Rules of Order.
- The presiding officer/Chair may consult with the Parliamentarian.
- The presiding officer/Chair may ask the Parliamentarian to give an explanation directly to the assembly.
- The Parliamentarian can call the attention of the Chair if they notice a motion or speaker is out of order.

Rules Of Debate

- No members may speak until recognized by the Chair.
- All discussions must be respectful and relevant to the immediate question/motion/discussion.
- No member can speak more than once to a motion.
 - This does not prohibit one from requesting a point of clarification from the Chair.
- A member speaking twice will close the debate/discussion on the motion currently on the floor.
- All remarks must be addressed to the Chair — cross-debate is not permitted.
- Debate must address the issue.
- No one is permitted to make personal attacks or question the motives of other speakers or the Chair.

- Members may not disrupt the assembly.
- The presiding officer must relinquish the Chair in order to participate in the debate and cannot reassume the Chair until the pending main question is closed.

Procedures For Speaking To Resolutions

- The Constitution, Bylaws & Resolutions (CB&R) Committee will read the resolution to be discussed.
- The presiding officer/Chair will open the debate.
- The mover of the resolution has the right to speak first.
- To speak to the resolutions, you must be recognized by the Chair.
- Prior to speaking, the speaker must state their name and Local number.

Procedure For Amending A Resolution

- An amendment is any change made to the resolution being presented.
- A member must have the floor in order to make an amendment.
- When recognized by the Chair, the mover must state their name, Local number, and read the amendment they wish to present.
- A seconder is required for all amendments.
- The seconder will be required to state their name, Local number and confirm they second the amendment before discussion on the amendment may begin.
- After the amendment has been moved and seconded, the mover may speak to their amendment.
- Discussion/debate on the amendment commences. Only the amendment may be discussed at this time.
- A vote is taken on the amendment.
- If the vote determines the amendment is carried, then the amendment is applied to the original resolution.
- The Chair will read the amended resolution to the assembly and open the floor for discussion.

- Following discussion, the vote is called on the amended resolution.
- If the vote determines the amendment is defeated, discussion/debate returns to the original resolution.

Voting On A Resolution

- Debate is closed when the discussion has ended OR a member calls the question.
- The Chair restates the resolution and calls for a vote.
- The Chair announces the results: carried or defeated.

Calling The Question

- Any member with voting privileges in attendance may “call the question” at any time to halt debate/discussion. This motion requires a seconder.
- This motion cannot be amended or discussed/debated.
- When the question is called by a member, the Chair will immediately call for a vote to determine if the assembly wishes to stop the discussion/debate.
- If the vote is carried the assembly will immediately vote on the resolution on the floor.
- If defeated, discussion/debate continues.

Speakers Out Of Order

- “Out of order” refers to actions or behaviours that are not in accordance with the Rules and Privileges (page 36), and Climate Goals (page 35) of the meeting.
- Other reasons speakers will be deemed out of order include, but are not limited to:
 - Makes personal remarks regarding another speaker or the Chair.
 - Interrupts a speaker or speaks without being recognized by the Chair.
 - Speaks to a motion or matter not currently on the floor/before the assembly.
 - Speaks to a motion or matter previously discussed and voted on.



Motions Reference Guide

In Order Of Precedence

Motion	Example	Sec	Debate	Amend	Vote	Notes
Main Motion (May be moved only when no other motion is pending)	I move that...	Yes	Yes	Yes	Majority*	Introduces business to assembly.
1. Raise A Question Of Privilege	I rise to a question of privilege	No	No	No	2/3	Privileged motion. Ruled upon by Chair.
2. Call For Orders Of The Day	I call for orders of the day	No	No	No	None	Privileged motion. Enforced by demand of one member.
3. Lay On Table	I move to lay the motion on the table	Yes	No	No	Majority	Lays aside a motion when more urgent business arises.
4. Call The Question	I move to call the question	Yes	No	No	2/3	If adopted, closes debate.
5. Limit/ Extend Debate	I move to limit debate to __ minutes	Yes	Yes	Yes	2/3	May change length of speeches or length of debate.
6. Postpone Definitely	I move to postpone the... motion till next meeting	Yes	Yes	Yes	Majority	Debate confined to merits of postponing question.
7. Commit/ Recommit	I move to refer this motion to a committee	Yes	Yes	Yes	Majority	Debate confined to merits of referring motion to committee.
8. Amend	I move to amend the motion by...	Yes	Yes	Yes	Majority	Debatable only if applicable motion is debatable.
9. Postpone Indefinitely	I move to postpone this motion indefinitely	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 3.11 (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.

With No Special Order

Motion	Example	Sec	Debate	Amend	Vote	Notes
Point Of Order	I rise to a point of order	No	No	No	None	Ruled upon by Chair. May interrupt a speaker.
Appeal	I appeal the decision of the Chair	Yes	Yes	No	Majority	Move at time of ruling by Chair. Non-debatable if pending motion is not debated.
Committee Of The Whole	I move to suspend the rule and ...and...	Yes	No	No	2/3	Bylaws may never be suspended.
Objection To Consideration	I object to consideration of this question	No	No	No	2/3	In order only until debate on main motion begins.
Counted Vote	I request a vote on the motion	No	No	No	None	To confirm the result of a vote one member may demand a rising vote.
Division Of Motion	I move to divide the motion by...	Yes	No	Yes	Majority	Separates motion if feasible.
Point Of Information	I rise to a point of information	No	No	No	None	Answered by Chair. May interrupt a speaker if important.
Reconsider	I move to reconsider the vote on the motion re...	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 move to take the motion re... from the table	Yes	No	No	Majority	Brings a tabled motion back to the assembly.
Withdraw A Motion	I ask permission to withdraw the motion	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.

Harassment Free Convention

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 will follow. We must ensure our words are not empty, and 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 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 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 behaviour. 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 behaviour continues.
2. If the inappropriate behaviour persists, approach one or both of the designated SUN representatives who will investigate the matter.

You may seek out the designated anti-harassment representatives in the first instance of harassment if you are unwilling/unable to approach the harasser.

As SUN members, we agree that everyone here has equal value.

Equality And Solidarity

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

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

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.

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 professional and respectful.

Care, Compassion, and Social Justice

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

Democracy

- We stop, listen to, respect, and seek to understand ideas and beliefs that are different from our own.
- We respect the decision of the collective and those elected to represent us all.

Rules And Privileges

- SUN's Climate Goals will be honoured by all in attendance.
- SUN members will be required to show their SUN membership card at check-in.
- All attendees will be required to wear a name tag for the purpose of credentials.
- Members are required to be scanned in t the start of each business day and afternoon session. 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 their name, and Local number.
- All remarks must be addressed to the Chair and confined to the question before the assembly.
- All members in good standing may address the convention.
(Note: honorary members are not entitled to make motions or to speak without the permission of the chair.)
- Each member in attendance, except for honorary members, is entitled to one vote per question.
- When a standing vote has been called or during the election process, no one will be allowed to enter or exit the meeting room until the vote has been completed.
- 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.
- All business meetings of SUN shall follow Robert's Rules of Order.
- Cell phones are to be turned off or on vibrate during the meeting.



Speaking at the Annual Meeting

SUN members are encouraged to ask questions and provide their feedback during the discussion of resolutions, discussion papers, and/or following presentations and reports.

The floor during all SUN meetings, including the Annual Meeting, Bargaining Conference, and Special Meetings of the union, is a safe and welcoming environment for all SUN members to speak their minds.

Tips For Speaking

Members are encouraged to review the Rules & Privileges (left), as well as the Climate Goals (page 35) of the meeting prior to attending.

- Before speaking, take a moment to gather your thoughts. You may want to write them down to ensure you are clear and concise in your question/comment.
- Be sure to speak clearly and directly into the microphone. Adjust the microphone if required.
- Try not to move or look around as you speak. Make sure you are at an appropriate distance (approximately 2") from the microphone — not too far and not too close.
- Everyone's comments and opinions are valuable and should be treated with respect and dignity. This key principle is what ensures we have a safe and welcoming environment for members to speak and be heard.

Rules & Procedures

- Only individuals can be recognized by the Chair; groups of speakers are not permitted.
- Speakers cannot hold a spot on the speakers' list and pass the floor to another member to speak on their behalf.
- Speakers must state their name and Local number before they state their question or comment.
- Questions and comments must be presented to the Chair of the meeting, not to individuals.
- Speakers can only speak to the motion or discussion before the assembly.
- Speakers will have three (3) minutes at the microphone when speaking.
- Speaking to the same motion or discussion twice will close the discussion/debate, prompting a vote on the motion, if required.

Ticket of Nominations:

In accordance with Bylaw 4.11, the following names were submitted to the Nominations Committee for the 2026 Annual Meeting.

Board of Directors

First Vice-President

ACCLAIMED

Denise Dick
Local 68 — SW 3

NW Network Representative

VACANT

SW Network Representative

ACCLAIMED

Rachel Hyatt-Hiebert
Local 69 – SW 5

Saskatoon Network Representative

ONE(1) TO BE ELECTED

Linda Albert
Local 201 – Saskatoon, Other Than Base Hospitals

Dave Deppeler
Local 201 – Saskatoon, Other Than Base Hospitals

Base Hospitals Representative — Regina

ACCLAIMED

Christine Schaeffer
Local 106 – Regina General Hospital, Regina

Base Hospitals Representative — Saskatoon

ONE (1) TO BE ELECTED

Melissa McGillivray
Local 101 – St. Paul’s Hospital, Saskatoon

Lori Powell
Local 75 – Royal University Hospital, Saskatoon

Network Lead

Network Lead — South

ONE(1) TO BE ELECTED

Maureen Arseneau
Local 68 – SW 3

Katherine Dally
Local 9 – SE 6

Committees (By-Election)

Nominations Committee (1 year term)

ONE (1) TO BE ELECTED

Sara Thompson
Local 106 – Regina General Hospital, Regina

Lynda Uwakwe
Local 75 – Royal University Hospital, Saskatoon



Ballots for all elected positions shall be sent to each eligible member of SUN four (4) weeks prior to the commencement of the Annual Meeting. (Bylaw 4.13)



Resolutions



Constitution Amendments

1.

Add as NEW Article 2.04:

2.04

To create an environment and actively provide opportunities where all members can participate and voice their views, solutions and vision in order to advance our Union.

SUN Board of Directors

CARRIED

AMENDED

DEFEATED

2.

Amend Article 4.01 by removing SUN Network Councils.

If amended:

4.01

The governing body of the Union shall be a general meeting of the Union and all policies, rules and regulations enacted shall bind all members, chartered locals, SUN Network Councils, committees and directors of the Union.

SUN Board of Directors

CARRIED

AMENDED

DEFEATED

3.

Amend by deleting Article 6.02.

6.02

The Union shall enact a SUN Network Council bylaws prototype to govern the function of SUN Network Councils in pursuance of its objectives.

SUN Board of Directors

CARRIED

AMENDED

DEFEATED

4.

Amend Article 7.02 by removing SUN Network Councils.

7.02

The bylaws and SUN Network Council bylaws prototype and Local bylaws prototype may be amended by a majority vote of the members registered in attendance at a general meeting of the Union at the time of the vote. Full details of the proposed amendments shall be sent out in the notice of the general meeting which is sent to all members.

SUN Board of Directors

CARRIED

AMENDED

DEFEATED

Bylaw Amendments

5.

Amend by deleting Bylaw 1.03 and renumbering.

1.03

SUN Network Council means a group of elected SUN members in a designated geographic area established for the purpose of conducting the affairs of the Union in concert with Union goals and objectives.

SUN Board of Directors

CARRIED

AMENDED

DEFEATED

6.

Amend Bylaw 1.05 by deleting “SUN Network Council Bylaws prototype”.

1.05

Annual Meeting means a meeting of the general membership convened yearly for the purpose of conducting the affairs of the Union. Without limiting the generality of the foregoing, it includes the receipt of reports, elections, and the consideration of Constitution, Bylaws, SUN Network Council Bylaws prototype and Local Bylaws prototype amendments and resolutions.

SUN Board of Directors

CARRIED

AMENDED

DEFEATED

7.

Amend Bylaw 2.06 by deleting and replace with new.

2.06

Any board member or network lead running or elected as a member of the legislative assembly or member of parliament office shall resign from appointed/elected SUN positions.

Any board member or network lead seeking election as a member of municipal, provincial or federal government shall take a leave of absence during the writ period. Any board member or network lead elected as a member of municipal, provincial or federal government shall resign from appointed/elected SUN positions.

Melissa McGillivray, Local 101 & Krystle Wallman, Local 201

CARRIED

AMENDED

DEFEATED

8.

Amend Bylaw 2.07 by deleting and replace with new.

2.07

Any Finance, Negotiations, Constitution, Bylaws and Resolutions, Nominations and Community Connections committee member running or elected as a member of the legislative assembly or member of parliament office shall resign from appointed/ elected SUN positions.

Any Finance, Negotiations, Constitution, Bylaws and Resolutions, Nominations, and Community Connections committee member seeking election as a member of municipal, provincial or federal government shall take a leave of absence during the writ period. Any Finance, Negotiations, Constitution, Bylaws and Resolutions, Nominations, and Community Connections committee member elected as a member of municipal, provincial, or federal government shall resign from appointed/ elected SUN positions.

Melissa McGillivray, Local 101 & Krystle Wallman, Local 201

CARRIED

AMENDED

DEFEATED

9.

Amend Bylaw 2 by deleting 2.18, 2.19, 2.20, 2.21, 2.22 and 2.23.

SUN Network Councils

2.18

Every SUN Network Council shall be deemed to have adopted SUN Network Council bylaws consistent with the SUN Network Council Bylaws Prototype.

2.19

The SUN Network Council shall have the authority to:

i)

Administer the affairs of the SUN Network Council within the context of the SUN Constitution and Bylaws and SUN Network Council Bylaws;

ii)

Establish policies regarding the administration of the SUN Network Council.

2.20

Where a SUN Network Council is inactive, the Board shall order that all funds and properties of any nature held by the SUN Network Council shall revert to the Union to be held in trust until such time as the SUN Network Council becomes active. When the SUN Network Council becomes active, such funds and properties of the SUN Network Council shall be reinvested with the SUN Network Council for its use and benefit.

2.21

In any situation in which there is reason to believe that a SUN Network Council has adopted or

undertaken policies or activities contrary to the objectives and policies of the Union, the Board of Directors will implement Bylaw 9.

Where a SUN Network Council is under investigation, the Board shall order that all funds and properties of any nature held by the SUN Network Council shall revert to the Union to be held in trust until such time as the Bylaw 9 process concludes.

When the Bylaw 9 process concludes, such funds and properties of the SUN Network Council shall be reinvested with the SUN Network Council for its use and benefit.

Reinvestment of the funds and properties may be dependent upon the SUN Network Council meeting defined terms and conditions as per the outcome of Bylaw 9 process.

2.22—Where the Board orders that all funds and properties held by a SUN Network Council shall revert to the Union, it shall be the duty of the officers of the SUN Network Council to deliver, forthwith, all funds and properties of any nature held by the SUN Network Council to the President of the Union. The President shall be entitled to take immediate possession of all funds, properties, books and records of the SUN Network Council and shall have authority to bring appropriate legal proceedings to secure such funds, properties, books and records.

2.23—When the boundaries of networks are re-defined by provincial government, the affected locals shall be transferred into the existing SUN Network Council.

SUN Board of Directors

CARRIED

AMENDED

DEFEATED

10. Amend Bylaw 3.02 by changing “issue of SUNSpots” to “Operations Report”.

3.02

A tentative agenda for the Annual Meeting will be printed in the Annual Meeting Operations Report issue of SUNSpots.

SUN Board of Directors

CARRIED

AMENDED

DEFEATED

sun

Solidarity in Action: Creating Change Together

2025 - 2026

Annual Meeting Guide

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11. Amend Bylaw 3.03 by removing “SUN Network Council”, changing “by” to “on” and adding “If November 15 falls on the weekend, the deadline will be the next business day.”

3.03 The Constitution, Bylaws and Resolutions Committee shall prepare the forms for submission of constitutional amendment(s), bylaw amendment(s), SUN Network Council/Local Bylaws prototype amendment(s) and resolution(s) and send to all members on November 15. If November 15 falls on the weekend, the deadline will be the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

12. Amend Bylaw 3.04 by removing “SUN Network Council” and adding “1200 hours.”

3.04 i) Throughout the year and up to 1200 hours on January 15, any member may submit to the Constitution, Bylaws and Resolutions Committee, constitutional amendment(s), bylaw amendment(s), SUN Network Council/Local Bylaws prototype amendment(s) and resolution(s), in writing, signed by such member and a seconder. If January 15 falls on the weekend, the deadline will be 1200 hours the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

13. Amend Bylaw 3.05 by removing iii).

3.05 Special meetings of the Union shall be held, on written request to the President of the Union, by:

i) at least one-third (1/3) of the Board, or
ii) at least one-third (1/3) of the members, or
iii) ~~at least one-third (1/3) of the SUN Network Councils, or~~
iv) at least one-third (1/3) of the Locals.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

14. Amend Bylaw 3.06 by deleting “SUN Network Council” and clarifying Local President or designate.

3.06 A written request made on behalf of a SUN Network Council or Local shall be signed by the chairperson or Local President or designate and any other member of the SUN Network Council or Local as the case may be.

Gail Kizlyk, Local 75 & Terren Klassen, Local 75

☐ CARRIED ☐ AMENDED ☐ DEFEATED

15. Amend Bylaw 3.09 by deleting “SUN Network Council” and clarifying Local President or designate.

3.09 If a special meeting of the Union is called, SUN Network Council chairpersons SUN Local Presidents or designates shall be funded to attend as per SUN’s membership reimbursement policy.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

16. Amend Bylaw 3.15 by changing three (3) to eight (8).

3.15 The chair of the meeting shall appoint three (3) eight (8) or more members to act as Scrutineers. A chief scrutineer shall be elected by and from themselves.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

17. Amend Bylaw 4.01 by changing “by” to “on” and adding “If November 15 falls on the weekend, the deadline will be the next business day”.

4.01 Nomination forms for any and all elected positions shall be prepared by the Nominations Committee and sent to all members by on November 15. The Terms of Reference shall accompany the nominations forms. If November 15 falls on the weekend, the deadline will be the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

18. Amend Bylaw 4.05 by deleting and replace with new.

4.05 ~~Nominees for the office of Base Hospital Representatives shall be from the members who work the majority of their regular paid hours (>60%) within the base hospitals.~~

Nominees for the office of Base Hospital Representatives shall be from the members of the respective base hospital in which they are employed.

Melanie Martin, Local 100 & Carla Wade, Local 106

☐ CARRIED ☐ AMENDED ☐ DEFEATED

19. Amend Bylaw 4.06 by deleting and replace with new.

4.06 ~~Nominees for the position of South Network Lead shall be from the members who work the majority of their work (>80%) within the SE, SW, Regina Networks or Regina Base Hospitals.~~

Nominees for the position of North Network Lead shall be from the members who work the majority of their work (>80%) within the NE, NW, Saskatoon Networks or Saskatoon Base Hospitals.

Nominees for the position of South Network Lead shall be from the members who work within the SE, SW, Regina Networks or Regina Base Hospitals.

Nominees for the position of North Network Lead shall be from the members who work within the NE, NW, Saskatoon Networks or Saskatoon Base Hospitals.

Melanie Martin, Local 100 & Carla Wade, Local 106

☐ CARRIED ☐ AMENDED ☐ DEFEATED

20. Amend Bylaw 4.10 by adding 1200 hours.

4.10 Nominations shall be accepted by the Nominations Committee until 1200 hours on January 15. Nominees should contact the SUN Regina office to ensure the Nomination Form and the Position Statement have been received. If January 15 falls on the weekend, the deadline will be 1200 hours the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

21. Amend Bylaw 4.11 by changing “not later than February 15” to “on February 1” and adding “If February 1 falls on the weekend, the Ticket of Nominations will be the next business day”.

4.11 The list of nominees so prepared shall thereafter be known as the “Ticket of Nominations” and a copy signed by the Nominations Committee shall be sent on February 1 not later than February 15 to the President of the Union and to all members. If February 1 falls on the weekend, the Ticket of Nominations will be the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

22. Amend Bylaw 4.13 by deleting and replace with new.

4.13 ~~Ballots for all elected positions shall be sent to each member of SUN four (4) weeks prior to the commencement of the Annual Meeting.~~

Ballots for all elected positions will be sent to each member of SUN on February 21. If February 21 falls on the weekend, the ballots will be sent the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

23. Amend Bylaw 4.14 by deleting and replace with new.

4.14 ~~Ballots shall be accepted until 1200 hours seven business days prior to the commencement of the Annual Meeting.~~

Ballots shall be accepted until 1200 hours on the seventh day following the ballots being sent.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

24. Amend Bylaw 4.22 by deleting and replace with new.

4.22 ~~If a member runs for a position and withdraws prior to election, the Nominations Committee will not count the votes for the withdrawn member.~~

If a member runs for a position and withdraws prior to ballots being sent to SUN members, the member will not appear on the ballot.

If a member runs for a position and withdraws after the ballots have been sent to SUN members, the votes for that member will not be counted.

In all cases, a revised Ticket of Nominations will be re-sent to all SUN members.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

25. Amend Bylaw 4.25 by deleting “at the Annual Meeting” and replace with “as per Bylaws”.

4.25 In the event of a tie, the election will be taken to the floor of the Annual Meeting. Only the eligible members, as per Bylaws, at the Annual Meeting will be allowed to vote.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

26. Amend Bylaw 4.27 by clarifying the additional weeks are for the outgoing President and First Vice-President.

4.27 When there is a new President elected, an additional three weeks will be added to the term of the outgoing President for the purposes of orientation.

When there is a new First Vice-President elected, an additional two weeks will be added to the term of the outgoing First Vice-President for the purposes of orientation.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

27. Amend Bylaw 4.31 by deleting.

4.31 ~~Any member elected as a member of the legislative assembly or member of parliament office shall resign from appointed/elected SUN positions.~~

Melissa McGillivray, Local 101 & Krystle Wallman, Local 201

☐ CARRIED ☐ AMENDED ☐ DEFEATED

28. Amend Bylaw 4.33 by clarifying “on” September 1 and adding “If September 1 falls on the weekend, the nominations forms will be sent the next business day”.

4.33 Nomination forms for all elected local executive positions shall be prepared by SUN Provincial and sent to all members in appropriate locals by on September 1. If September 1 falls on the weekend, the nominations forms will be sent the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

29. Amend by adding as new Bylaw 4.35 and renumbering

NEW Nominees shall allow their names to stand for only one (1) position open for election per Local Executive.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

30. Amend by adding as new to Bylaw 4.

NEW In the event a member is part way through a term of office, that member may run for an open position on the Local Executive without resigning their present position. Should that member be successful in this election, they must then resign from their former position.

This vacated position shall be filled in a by-election to be held at the Local Annual Meeting.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

31. Amend Bylaw 4.36 by changing September 20 to September 11.

4.36 Nominations shall be accepted by SUN Provincial until 1200 hours on September 11 September 20. If September 20 September 11 falls on the weekend, the deadline will be at 1200 hours the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

32. Amend Bylaw 4.37 by changing “not later than October 1” to “on September 17”, adding “the Network Leads” and adding “If September 17 falls on the weekend, the deadline will be the next business day”.

4.37 The list of nominees so prepared shall thereafter be known as the “Local Ticket of Nominations” and a copy shall be sent not later than on September 17 October 1 to the President of the Union, the Board of Directors, the Network Leads and to all appropriate local members. If September 17 falls on the weekend, the deadline will be the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

33. Amend Bylaw 4.39 by changing October 15 to September 25.

4.39 Ballots for all local elected positions shall be sent to each member of the appropriate local on September 25 October 15. If September 25 October 15 falls on the weekend, the ballots will be sent on the next business day.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

34. Amend Bylaw 4.40 by changing October 20 to September 29 and adding “Results of the vote will be sent to the Local Returning Officer”.

4.40 Ballots shall be accepted until 1200 hours on September 29 October 20. Results of the vote will be sent to the Local Returning Officer.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

35. Amend Bylaw 4.43 by deleting and adding as new.

4.43 ~~If a member runs for a position and withdraws prior to election, the votes will not be counted for the withdrawn member.~~

If a member runs for a position and withdraws prior to ballots being sent to SUN members, the member will not appear on the ballot.

If a member runs for a position and withdraws after the ballots have been sent to SUN members, the votes for that member will not be counted.

In all cases, a revised Ticket of Nominations will be re-sent to all SUN members.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

36. Amend Bylaw 5.01 by deleting “chattels”.

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

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

37. Amend Bylaw 5.02 by deleting “SUN Network Council(s) and”.

5.02 The Board may alter the boundaries of the networks after consultation with and sanction of the SUN Network Council(s) and Locals involved.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

38. Amend Bylaw 5.05.1 vii) by changing “SUN Network Council(s)” to “Local” and in xiv) changing Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) to “College of Registered Psychiatric Nurses of Saskatchewan (CRPNS)”.

- 5.05.1 vii) Endeavour to have direct contact with each SUN Network Council **Local** yearly.
- xiv) Be responsible for developing and maintaining communication and cooperative relations with the College of Registered Nurses of Saskatchewan (CRNS), Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) **College of Registered Psychiatric Nurses of Saskatchewan (CRPNS)** and other organizations.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

39. Amend Bylaw 5.05.4 iv) by changing “Network Chairs” to “Local Presidents”.

- 5.05.4 iv) To maintain contact with their Network Lead and Network Chairs **Local Presidents** or alternate in their respective jurisdiction.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

40. Amend Bylaw 5.07 by deleting “SUN Network Council”.

- 5.07 Any member subject to discipline by the Discipline Committee under Bylaw 9 shall be removed from any Local/~~SUN Network Council~~ or Provincially elected position.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

41. Amend Bylaw 5.08 by deleting “SUN Network Council chairpersons” and replace with “the Local Presidents”.

- 5.08 The Board shall meet at the call of the President or at the request of no fewer than three (3) members of the Board, made in writing to the President. The Board shall meet at least six (6) times per year. The Board shall meet at least twice per year with the

Network Leads and **the Local Presidents** SUN Network Council chairpersons.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

42. Amend Bylaw 5.15 by deleting “the SUN Network Council chairperson”.

- 5.15 Upon request to a Board of Directors Representative, the Network Lead, ~~the SUN Network Council chairperson~~ and/or each local shall receive a pre-agenda prior to the Board of Directors’ meeting.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

43. Amend Bylaw 6.01 by:
Deleting iv) and replace with new iv)
Deleting v) and replace with new v)
Deleting vi)
In vii) changing Network Chairpersons to Local Presidents, remove “/or”
In viii) adding “If required, may”, deleting “all SUN Network Councils” and adding “Local”
Deleting ix) and replace with new ix)
In last paragraph delete “chattels”
Re-number accordingly

- 6.01 The Network Lead shall:
- i) Communicate with the President regarding regular responsibilities and/or concerns.
- ii) Attend regular Board of Directors’ meetings and other meetings as required.
- iii) Attend General Meetings of the Union.
- iv) ~~Be charged with the responsibility of establishing and maintaining communications between Network Chairpersons, Board of Directors Representatives, and the members in their respective jurisdictions.~~

- iv) **Be charged with establishing and maintaining regular communication with Locals in their jurisdictions to provide a report to the SUN President and Board of Directors**

- v) ~~Be charged with working in a leadership role with Network Chairpersons and locals within the network to encourage member engagement.~~

- v) **Works in a leadership role in assisting Locals with specific matters:**
- **member engagement opportunities;**
 - **banking and financial issues;**
 - **assist in the establishment of work area representatives to support the work of the local related to employment and practice issues**
 - **assist in updating membership information;**
 - **assistance with the Locals election process;**
 - **assistance with Local Annual Meetings;**
 - **guidance and support for Locals related to bylaws;**
 - **guidance and support for Locals related to policies.**

- vi) ~~To contact Network Chairpersons or alternate in their respective jurisdiction and provide a written report to regular Board meetings.~~

- vii) Assist **Local Presidents** Network Chairpersons where required regarding members concerns/issues and/or refer and escalate Labour Relations and Practice concerns to SUN staff for support as appropriate.

- viii) **If required, may** act as an additional signator to all SUN Network Councils **Local** bank accounts.

- ix) **Attend local membership meetings where possible.**

- ix) ~~Establish and chair network meetings as required.~~

- x) Provide home office space to perform Network Lead duties.

Any network lead who shall for any reason cease to hold office, shall forthwith turn over to the Union all documents, records, books, furniture, funds, chattels, assets and other property of the Union then in the network lead’s possession.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

44. Amend by deleting Bylaw 7.

BYLAW 7-SUN NETWORK COUNCIL CHAIRPERSON

7.01—The SUN Network Council chairperson shall:

- i) ~~Attend Board of Directors’ meetings pursuant to Bylaw 5.08.~~

- ii) ~~Be charged with the responsibility of establishing and maintaining communications between the Network Lead, Board of Directors Representatives, and the locals in their respective networks.~~

- iii) ~~Be charged with representing the views of the membership of the SUN Network Council they represent at meetings of the SUN Board of Directors.~~

- iv) ~~Provide a written report to the SUN Board prior to meetings with the Board.~~

- v) ~~Establish and chair SUN Network Council meetings as required.~~

- vi) ~~Serve on committees of the SUN Network Council as required.~~

- viii) ~~Serve on committees of the SUN Network Council as required.~~

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

45. Amend Bylaw 8.01 B) Terms of Office ii) by changing “shall” to “may”.

B) Terms of Office for All Committees

- i) The members of standing committees shall hold office for a two (2) year term, except as provided otherwise in the Constitution and Bylaws.

- ii) In the event that any member of any standing committee should resign, die or otherwise cease to act, the Board shall **may** appoint from the members of the Union a replacement for the unexpired term or as per Bylaw 4.23.

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

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

46. Amend Bylaw 8.03 as follows:

Deleting ii)
In iii) add “and proposers will be advised that the resolution first submitted will be presented to the meeting” and delete “after consultation with and agreement of the proposers”
Deleting v)
Deleting vi)
In vii) replacing “consultation with” with “confirmation from”
In x) deleting “SUN Network Council Bylaws and”
In xi) deleting “SUN Network Councils and/or”
Renumber accordingly

8.03 The Constitution, Bylaws and Resolutions Committee shall:

i) Have the authority to initiate, receive and prepare constitutional and bylaw amendments and resolutions for presentation to the Annual Meeting; amendments must be submitted by January 15. If January 15 falls on the weekend, the deadline will be the next business day.

ii) ~~Have the authority to give preference to an affirmative resolution over a negative one with respect to the same subject matter, after consultation with and agreement of the proposers.~~

iii) Have the authority to eliminate duplications in constitutional and bylaw amendments submitted, **and proposers will be advised that the resolution first submitted will be presented to the meeting after consultation with and agreement of the proposers.**

iv) Have the authority to determine the order in which constitutional and bylaw amendments and resolutions will be presented to the meeting.

v) ~~Have the authority to edit constitutional and bylaw amendments, provided that the scope and intent of any such amendment is not changed, after consultation with and the agreement of the proposer.~~

vi) ~~Have the authority to edit and/or consolidate resolutions, provided that the scope and intent are not changed.~~

vii) Have the authority to declare, after **confirmation from** consultation with legal counsel, that an amendment or resolution is beyond the authority of the meeting.

viii) Have the authority, at their discretion, to read proposed Constitution, Bylaws and Resolution changes or just the new and/or amended clause(s).

ix) Have the authority to edit the Constitution, Bylaws and Position Statement documents as reflected by amendments made at the Annual Meeting.

x) Has a responsibility to ensure that all ~~SUN Network Council Bylaws and~~ Local Bylaws are current and a copy is retained in the Regina Office.

xi) Have the authority to contact ~~SUN Network Councils and/or~~ Locals and request updated or new bylaws at least every five (5) years be submitted to the Constitution, Bylaws & Resolutions Committee.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

47. Amend Bylaw 8.03 i) by adding “1200 hours”.

8.03 i) Have the authority to initiate, receive and prepare constitutional and bylaw amendments and resolutions for presentation to the Annual Meeting; amendments must be submitted by **1200 hours** January 15. If January 15 falls on the weekend, the deadline will be the next business day.

Constitution, Bylaws & Resolutions Committee

☐ CARRIED ☐ AMENDED ☐ DEFEATED

48. Amend Bylaw 8.10 by deleting “at least eight (8) weeks prior to the meeting at which the constitution, bylaws and resolutions are to be considered” and replace with February 15. And adding “If February 15 falls on the weekend, the report will be sent the next business day.”

8.10 The Constitution, Bylaws and Resolutions Committee shall prepare a report which shall be sent with the notice of the general meeting. Such report shall be sent to all members on **February 15 at least eight (8) weeks prior to the meeting at which the constitution, bylaws and resolutions are to be considered.** This report shall contain constitution and bylaw amendments and resolutions which are to be voted on at the meeting. **If February 15 falls on the weekend, the report will be sent the next business day.**

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

49. Amend Bylaw 8.10 by deleting and replace with new.

8.10 i) ~~The Finance Committee shall be comprised of four (4) members as follows: the President, the First Vice-President and two (2) members elected. The First Vice-President shall be the chairperson.~~

The Finance Committee shall be comprised of six (6) members: the President and the First Vice-President and four (4) elected members. The First Vice-President shall be the chairperson.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

50. Amend Bylaw 8.11 ii) by deleting “in those circumstances where the majority of their work (>60%) is actually conducted in that field”.

Negotiations Committees

8.11 ii) SUN/SAHO Negotiations Committee Representation

Self Identification
Members, with the express and written support of their locals and Network Council, may self declare their representation ~~in those circumstances where the majority of their work (>60%) is actually conducted in that field.~~

Melanie Martin, Local 100 & Carla Wade, Local 106

☐ CARRIED ☐ AMENDED ☐ DEFEATED

51. Amend Bylaw 10.01 by deleting “The revenue of the Union shall be derived as follows:” and deleting “Dues shall be remitted to the Union within thirty (30) days following the last day of each month.”

~~The revenue of the Union shall be derived as follows:~~

10.01 ~~Dues shall be remitted to the Union within thirty (30) days following the last day of each month. The sum for each member of the Local may be determined from time to time by the membership at a General Meeting. The exception is a newly-certified bargaining unit that shall cause to be deducted from members’ pay the required monthly dues, but shall not be required to remit dues to~~

the provincial office until after the signing of the initial collective agreement.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

52. Amend by deleting Bylaw 10.03 and renumber accordingly.

~~10.03 Any Local dues or assessments to be collected shall be in addition to the amount calculated pursuant to Bylaw 10.01. This total amount shall be remitted to the head office of the Union. Any amount of dues or assessment in excess of those calculated pursuant to Bylaw 10.01 shall be returned to the Local on whose behalf it was collected.~~

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

53. Amend Bylaw 10.05 by deleting “SUN Network Council and/or”.

10.05 Funds owed to the Union by a ~~SUN Network Council and/or~~ Local pursuant to the provisions of the Constitution and Bylaws, shall constitute a preferred claim and shall be paid promptly by the ~~SUN Network Council and/or~~ Local prior to the payment of any other obligations of the ~~SUN Network Council and/or~~ Local.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

54. Amend Bylaw 11.07 by adding “or designate”.

11.07 All collective agreements shall be signed and entered into by the Union as the contracting party on behalf of the members thereby affected. The authorized Negotiations Committee and the President **or designate** of the Union shall sign collective agreements on the Union’s behalf.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

55. Amend Bylaw 11.08 by deleting “the SUN Network Council or” and adding “a” before Local.

11.08 No member or members of the ~~SUN Network Council or~~ a Local, or a Network Lead, shall negotiate with an employer or its agent for the purpose of entering into an agreement pertaining to salaries, hours of work or working conditions without due authority from the Constitution and Bylaws of the Saskatchewan Union of Nurses.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

56. Amend Bylaws by deleting Appendix A: SUN Network Council Bylaws Prototype.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

57. Amend Local Bylaw 3.01 by deleting “have jurisdiction to” and adding “within the jurisdiction of the local and that are members in good standing”, and deleting last three lines.

3.01 Subject to Article 3 - Membership of the Constitution of the Saskatchewan Union of Nurses, the Local shall ~~have jurisdiction to~~ represent all registered nurses and graduate nurses, registered and graduate psychiatric nurses, registered and graduate nurse practitioners and other allied personnel **within the jurisdiction of the local and that are members in good standing.**

- ☐ ~~Saskatchewan Health Authority (former- _____ Regional Health Authority)~~
- ☐ Other employer (_____)

at _____ (facility/agency(s)) hereinafter referred to as “the employer,” and who are eligible for membership in the Local.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

58. Amend by deleting Local Bylaw 3.02 and renumber accordingly.

3.02 ~~Any person who is employed as set forth in Bylaw 3.01 of these bylaws and is a member in good~~

~~standing of the Saskatchewan Union of Nurses is entitled to membership in the Local.~~

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

59. Amend Local Bylaw 4.01 by deleting October 31st and December 1st and replace with October 1st and November 30th.

4.01 The Local shall hold an annual meeting between **October 1st and November 30th** ~~October 31st and December 1st~~ of each calendar year. At this meeting the following business will occur:

- announcements of all executive election results;
- election of other officers and committees;
- receiving the annual reports of the officers and committees for the previous business year;
- receiving previous meeting minutes, and documentation of all previous financial decisions;
- and transacting such other business as may be brought before it.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

60. Amend Local Bylaw 4.03 by adding as new and renumber accordingly.

NEW Local meeting notices will be shared with President of SUN, Board of Directors representative and Network Lead.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

61. Amend Local Bylaw 4.04 by adding “other”.

4.04 Notice of any meeting of the Local shall be deemed to be duly given if it is sent to members through appropriate electronic/**other** communication not less than two (2) weeks prior to such meeting.

SUN Board of Directors

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62. Amend Local Bylaw 5.02 by deleting “the conclusion of”.

5.02 All executive positions shall be elected through the Local Executive Election process outlined in Bylaw 4.33 through Bylaw 4.46. Election results will be announced at ~~the conclusion of~~ the annual meeting.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

63. Amend Local Bylaw 5.03 by deleting “and Network Representative” from title and deleting “and SUN Network Council representative(s)” from xi).

Local Committee and Network Representative Elections

5.03 xi) Elections for committees ~~and SUN Network Council representative(s)~~ for the Local shall be by secret ballot and shall require a majority of the votes cast.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

64. Amend Local Bylaw 5.04 by deleting “or SUN Network Representative”.

5.04 In the event of a vacancy or if a vacancy occurs in the executive or committees ~~or SUN Network Representative~~ of the Local, the executive shall appoint a temporary officer for the duration of the unexpired term or annual meeting, whichever first occurs.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

65. Amend Local Bylaw 5.05 by deleting and replace with new.

5.05 Local Executive Positions and Terms of Office

- If Local has combined positions, note the positions combined
- If Local has added other positions to the local executive that are not listed here, list them below

Position	1 yr term	2 yr term	3 yr term	Other year term
President				
Vice President				

Position	1 yr term	2 yr term	3 yr term	Other year term
Secretary				
Treasurer				

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

66. Amend by deleting Local Bylaw 6.04.

~~6.04 Any member of the Executive may also be nominated and elected to the position of SUN Network Council representative.~~

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

67. Amend Local Bylaw 6.05 iv) by adding as new a) be a signator for Local bank accounts and renumber accordingly.

6.05 The duties of the officers of the Local shall be:

- iv) The Treasurer shall:
- new a) be a signator for Local bank accounts;**
- a) receive all monies paid into the Local and give official receipts for all monies received;
 - b) deposit all monies received in the name of the Local in such financial institution as the executive may direct;
 - c) request to receive copy or report on all financial decisions and transactions from other signing officers;
 - d) provide a financial report at all regular meetings or as requested.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

68. Amend by deleting Local Bylaw 6.06 and renumber accordingly.

Network Council Representative

- 6.06—The Network Council representative shall:
- i) ~~attend SUN Network Council meetings or arrange for an alternate from the Local to attend in their place;~~
 - ii) ~~be charged with the responsibility of establishing and maintaining communications between the Local, the Network Lead and the SUN Network Council and within the Network;~~
 - iii) ~~be charged with representing the views of the membership of the Local they represent at the meetings of the SUN Network Council and Network where applicable;~~
 - iv) ~~serve as SUN Network Council liaison to committees of the SUN Network Council in their network, as required.~~

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

69. Amend Local Bylaw 6.11 by adding “(where applicable)”.

- 6.11 The Unit Representative shall be responsible to communicate between the Work Area Representative (where applicable) and member, with the exception of base hospitals, on the unit in the following manner:

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

70. Amend Local Bylaw 6.15 by deleting “and SUN Network Council representative”.

- 6.15 Locals may choose to have the roles of committee chairpersons and SUN Network Council representative as part of their Local Executive.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

71. Amend Local Bylaw 7.05 by deleting and replace with new.

- 7.05 The Local shall appoint or elect a minimum of three (3) members to be named as signators. Cheque

signers can include any other appointed or elected signators as determined by the membership. Financial business of the Local, such as withdrawal of funds or transactions by cheque, must be signed by any two (2) of the following officers of the Local: President, Vice-President(s), Secretary or the Treasurer, or any other appointed or elected signators as determined by the membership. Cheques cannot be signed by the recipient of the cheque.

The Local Executive shall appoint a minimum of three (3) members to be named as signators. Of those three (3) members appointed, the President and the Treasurer will hold signing authority. Cheque signers can include any other appointed signators as determined by the Local Executive.

Financial business of the Local, for any transactions, must be signed/authorized by any two (2) of the signators.

Cheques cannot be signed by the recipient of the cheque.

SUN Board of Directors

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72. Amend Local Bylaw 7.06 as follows:

- Add as new first paragraph “Any payment made to members of the local shall be fixed by the membership of the local through a motion or local policy.”
- Deleting “The expense allowance of paid officers of the Local, if any, shall be fixed by the membership of the Local at the meeting at which such paid officers are to be elected. Thereafter, such expense allowance shall not be increased during the terms of their office except by a special meeting of the membership of the Local called for such purpose.”
- Change to “Notice of any meeting...”
- Delete “Provisions for payment of honourariums or wage replacement shall be reflected in financial policy”.

7.06 Any payment made to members of the local shall be fixed by the membership of the local through a motion or local policy.

The expense allowance of paid officers of the Local, if any, shall be fixed by the membership of

the Local at the meeting at which such paid officers are to be elected. Thereafter, such expense allowance shall not be increased during the terms of their office except by a special meeting of the membership of the Local called for such purpose.

Notice of this any meeting with financial considerations shall be communicated to the membership at least two (2) weeks in advance. Provisions for payment of honourariums or wage replacement shall be reflected in financial policy.

SUN Board of Directors

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73. Amend Local Bylaw 8.01 by deleting “3.01”.

- 8.01 These bylaws may be amended or altered only with the approval of a majority vote at a meeting of the Local. No amendments shall take effect until the approval of both the members of the Local and the Board of Directors of the Saskatchewan Union of Nurses has been obtained.

Changes to the Local Bylaws Prototype are within the purvue of locals in these bylaws: 1.01, 3.01, 4.03, 5.05, 7.02.

Any other changes to the Local Bylaws Prototype must be addressed through amendments submitted to the SUN Annual Meeting.

SUN Board of Directors

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74. Amend Local Bylaw 8 by adding as new 8.03.

NEW Locals shall submit their Local Bylaws annually by December 31 to the Constitution, Bylaws and Resolutions Committee.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

Board Policy Amendments

75. Intent to amend 004-B-2007 (Strategic Planning) by changing b) to a meeting of Board and Local Presidents.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

76. Intent to amend 011-B-2007 (Board Reimbursement and Professional Development) by adding that Board members will share information obtained through their learning opportunity with board members and other SUN members.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

77. Intent to amend 017-B-2007 (Convention Delegate Selection) by changing f) and g) from SFL Convention to ensure that one member from each geographic region is provincially funded and the remaining seats are selected by random draw from general membership, number of funded members to be determined in annual budget review.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

78. Intent to amend 017-B-2007 (Convention Delegate Selection) by separating provisions of CFNU convention funding and CLC convention funding for clarity; that CFNU funding provide for president and board members, network leads and a minimum of 30 general members; that CLC funding provide for president and board members and an equal amount of general members.

SUN Board of Directors

☐ CARRIED ☐ AMENDED ☐ DEFEATED

79. Intent to amend 028-B-2007 (President, First Vice-President Accommodation and Relocation) by deleting provisions related to SUN-owned property; clarification in policy that elected officer is either securing a residence or commuting.

SUN Board of Directors

☒ CARRIED ☐ AMENDED ☐ DEFEATED

Membership Policy Amendments

80. Intent to amend 002-M-2007 (Membership Information Confidentiality) by adding definition for Local Presidents membership list and adding provision for requests for Local Presidents list for purposes of elections.

SUN Board of Directors

☒ CARRIED ☐ AMENDED ☐ DEFEATED

81. Intent to amend 011-M-2007 (Annual Meeting Banquet) that members can purchase more than one (1) ticket on a first come first served basis if additional tickets are available.

Barb Fisher, Local 62 & Johanne Kardash, Local 62

☒ CARRIED ☐ AMENDED ☐ DEFEATED

82. Intent to amend 023-M-2007 (Nominations and Elections) by clarifying campaign guidelines for all candidates, include process for all candidates to review the campaign guidelines with Executive Director.

SUN Board of Directors

☒ CARRIED ☐ AMENDED ☐ DEFEATED

83. Intent to amend 023-M-2007 (Nominations and Elections) that Local Election and Campaign Guidelines be added inclusive of positions statements and photos.

Gail Kizlyk, Local 75 & Tracy Bergen, Local 75

☒ CARRIED ☐ AMENDED ☐ DEFEATED

84. Intent to amend by combining 033-M-2007 (Payment When SUN Events Cancelled) and 048-M-2011 (Access to Other Leaves While on Union Business) into one policy.

SUN Board of Directors

☒ CARRIED ☐ AMENDED ☐ DEFEATED

85. Intent to amend 043-M-2009 (Sector Designations) that the rule of 60% be removed and replaced with language that states any employee in good standing employed in that network may be considered for representation.

Melanie Martin, Local 100 & Carla Wade, Local 106

☒ CARRIED ☐ AMENDED ☐ DEFEATED

86. Intent to amend 058-M-2023 (Funding: Annual Meeting and Bargaining – SUN Network Chairs and Local Representatives), 064-M (Funding: External Education), 065-M (Funding: Internal Education) to clarify that Northern Locals can access a travel day before a funded event and a travel day after a funded event.

SUN Board of Directors

☒ CARRIED ☐ AMENDED ☐ DEFEATED

87. Intent to amend 060-M-2023 (Funding: Annual Meeting Social Committee) to change members of committee to representatives from each network for a total of 8 general members and one board liaison, and compensation to be changed to reflect participation in social committee work.

SUN Board of Directors

☒ CARRIED ☐ AMENDED ☐ DEFEATED

88. Intent to amend 064-M-2023 (Funding: External Education) that funding for external education to the SFL OHS Conference have preference for funding selection to include SUN appointed OHS SFL representatives in addition to members active in their local OHS Committees.

Melanie Martin, Local 100 & Carla Wade, Local 106

☒ CARRIED ☐ AMENDED ☐ DEFEATED

89. Intent to amend 065-M-2023 (Funding: Internal Education) to provide clarity that one local representative from each targeted group identified in Leadership Educationals shall first be selected for provincial funding and the remaining seats by random draw.

SUN Board of Directors

☒ CARRIED ☐ AMENDED ☐ DEFEATED

90. That NEW membership policy be created to establish a formal, ongoing funding policy to provide consistent financial support to locals in recognition of the volume and scope of union work conducted at the local level; and that this funding model include predictable annual allocations rather than one time payments and be based on objective criteria such as local size, workload or representational activity.

Chantell Mollenhauer, Local 107 & Alex Sorochan, Local 107

☒ CARRIED ☐ AMENDED ☐ DEFEATED

91. That NEW membership policy be developed that all travel time for members performing approved union business, including attendance at the Annual Meeting and provincial president meetings be compensated as paid time at regular union rates.

Chantell Mollenhauer, Local 107 & Alex Sorochan, Local 107

☒ CARRIED ☐ AMENDED ☐ DEFEATED

Business Resolutions

92. Whereas SUN Annual Meeting agenda includes a significant volume of reports, resolutions, and debate requiring efficient and equitable use of time, Whereas many professional and labour organizations use defined time limits at microphones to ensure fairness, efficiency, and orderly debate, Be it Resolved that SUN adopt a standard speaking time limit of three minutes per speaker at microphones during the Annual Meeting.

Chantell Mollenhauer, Local 107 & Alex Sorochan, Local 107

☒ CARRIED ☐ AMENDED ☐ DEFEATED

93. Whereas the SFL has an Annual Summer Camp for Campers, ages 13-16, that is built on a foundation of trade union values, Whereas SUN helps to encourage and develop children/grandchildren of members of our union, Be it Resolved that SUN sponsor eight (8) summer campers from our members children/grandchildren to the SFL Summer Camp through application to SUN Provincial. Funding shall be one (1) camper representative from each SUN Network and one (1) from each base hospital. Should there be more than one application, selection shall be made by random draw.

Teryn Fisher, Local 68 & Maureen Arseneau, Local 68

☒ CARRIED ☐ AMENDED ☐ DEFEATED

94. Whereas it is the intent to remove SUN Network Councils from SUN structure, Whereas there may be references in bylaws or policies or other SUN related documents that have been missed, Be it Resolved That all references to SUN Network Councils be removed.

SUN Board of Directors

☒ CARRIED ☐ AMENDED ☐ DEFEATED

Discussion Papers:

Virtual Annual General Meetings (AGMs) and Their Strategic Advantages

Introduction

Annual General Meetings (AGMs) are a critical component of organizational governance, providing members with a formal venue to review financial statements, approve key decisions, and hold leadership accountable. Traditionally, AGMs have been conducted in person, often accompanied by educational sessions, networking opportunities, and social events such as banquets. However, evolving technological capabilities, combined with member lifestyle and accessibility considerations, have made virtual AGMs an increasingly viable and strategic option. Virtual AGMs are now common practice in many organizations, allowing for broader participation and streamlined governance. This discussion explores the benefits of virtual AGMs, considerations for maintaining their governance focus, and potential approaches to integrating social and educational components.

1. Accessibility and Inclusion

Virtual AGMs significantly reduce participation barriers that can prevent members from engaging in organizational governance:

Financial Barriers: Hosting an in-person AGM can require members to cover travel, lodging, and registration costs for those not funded to attend. Virtual meetings eliminate these expenses, allowing broader participation from members who may otherwise be excluded due to financial limitations.

Geographical and Travel Barriers: Inclement weather, long distances, or mobility challenges can hinder attendance. Virtual platforms allow members to participate safely from their homes, ensuring that all regions are represented equally.

Family and Work Commitments: Many members have family responsibilities, evening or weekend commitments, or sporting obligations for their children. Virtual AGMs offer flexible attendance options, enabling members to engage without disrupting personal schedules..

Health and Safety Considerations: In an era where health risks such as pandemics or seasonal illnesses remain relevant, virtual meetings reduce the risk associated with large in-person gatherings.

2. Cost Efficiency and Time Savings

Virtual AGMs also provide tangible cost and time savings for the organization:

Elimination of Venue and Catering Costs: Hosting in-person AGMs requires booking venues, arranging meals, and covering associated logistical expenses.

Reduction in Travel Reimbursements and Accommodation Costs: Organizations often subsidize member travel or lodging, which virtual meetings render unnecessary.

Administrative Savings: Streamlined registration, digital voting, and automated reporting reduce the administrative burden and associated costs.

Reduced Duration of Meetings: Multi-day AGMs, such as three-day events, can be excessive, leading to member fatigue and unnecessary expenditures. Virtual AGMs allow organizations to focus on governance in a condensed, efficient timeframe, maintaining engagement without overextending participants.

3. Governance Focus: Prioritizing Business Matters

While social and educational components are valuable, the primary purpose of an AGM is governance. This includes reviewing financial statements, voting on motions, electing board members, and addressing organizational strategy. Virtual AGMs can enhance focus on business matters by:

Minimizing “Dead Motions”: By simplifying participation and limiting distractions, virtual AGMs ensure members concentrate on key motions and decisions rather than side activities.

Structured Agendas: Online platforms allow for time-stamped agendas and voting windows, encouraging members to address critical business items efficiently before social or educational content is considered.

4. Balancing Education, Networking, and Comradery

Although the AGM’s core function is governance, member engagement is also critical for organizational vitality. Educational sessions, workshops, and social events provide professional development and foster camaraderie. A strategic approach could include:

Separate Scheduling: Hosting education and social events on separate days from the AGM allows members to fully engage in governance matters without distractions.

Flexible Access: Virtual sessions can also be recorded, enabling members to benefit from educational content asynchronously, accommodating varying schedules.

Targeted Comradery: Social events can be designed specifically for networking, team-building, and member recognition without overshadowing the AGM’s governance purpose.

5. Strongly Encouraged Considerations for SUN

It is strongly encouraged that SUN consider the following approaches:

Adopt Virtual AGMs as a Standard Option: Recognize that virtual AGMs are common practice in many organizations and offer accessibility, financial, and logistical benefits while maintaining rigorous governance processes.

Prioritize Business First: Ensure agendas and meeting formats emphasize motions, elections, and financial reviews before introducing additional content.

Separate Educational and Social Activities: Consider hosting workshops, banquets, and networking sessions independently of the AGM to preserve focus and maximize participation in both governance and social aspects.

Explore Alternating or Hybrid Models

Alternating Years: SUN could consider holding an in-person AGM every other year while offering a virtual AGM in alternate years. This approach balances the benefits of face-to-face interaction with the accessibility and cost advantages of virtual participation.

Hybrid AGM Model: A hybrid AGM allows members to attend either in person or virtually. For example:

Key governance items (motions, elections, financial statements) could be conducted live online and in-person simultaneously, with secure digital voting and live-streamed discussions.

Breakout sessions, Q&A periods, or workshops could be accessible both in person and online, ensuring inclusivity.

Networking and banquet events could be optional in-person add-ons, while virtual participants could engage through online networking lounges or moderated discussion boards.

Leverage Technology for Engagement: Utilize digital tools such as live polls, Q&A sessions, and breakout rooms to maintain interactivity, even in a virtual or hybrid setting.

Conclusion

Virtual AGMs offer a practical, inclusive, and cost-effective alternative to traditional in-person meetings. They remove barriers related to finances, travel, and scheduling while reinforcing a primary focus on governance. Multi-day AGMs are often excessive, contributing to member fatigue and unnecessary costs; virtual AGMs allow organizations to focus on governance in a more efficient timeframe. By strongly encouraging SUN to consider alternating AGM formats, adopting hybrid models, and separating educational and social activities from the AGM, the organization can preserve the value of camaraderie and professional development without compromising the efficiency and purpose of the meeting. Embracing these flexible AGM approaches represents both a modernization of practices and a strategic commitment to broader, more equitable member participation.

Melanie Martin, Local 100 & Carla Wade, Local 106



When registered nurses
act collectively, we create
change that strengthens
our workplaces, enhances
patient care and advances
our profession.

sun

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