64th Annual General Meeting
Mount Peyton Hotel
Grand Falls-Windsor
June 8, 2018
Table of Contents

Agenda........................................................................................................................................................................3

Annual Meeting Rules and Privileges......................................................................................................................4

Chart of General Rules Relating to Resolutions and Motions....................................................................................5

Minutes of 2017 Annual General Meeting................................................................................................................7

2018 Resolutions.......................................................................................................................................................15
# 64th Annual General Meeting
**Friday, June 8, 2017**
Mt. Peyton Hotel, Grand Falls-Windsor

## Agenda

<table>
<thead>
<tr>
<th>Time</th>
<th>Item</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td>1145</td>
<td>Registration</td>
<td></td>
</tr>
<tr>
<td>1230</td>
<td>Call to Order</td>
<td>Julie Nicholas, President</td>
</tr>
<tr>
<td></td>
<td>Welcome &amp; Introductions</td>
<td></td>
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<tr>
<td></td>
<td>Greetings from Hon John Haggie, Minister, Health and Community Services</td>
<td>(Read by) Julie Nicholas, President</td>
</tr>
<tr>
<td></td>
<td>Motion to Adopt Annual Meeting Rules &amp; Privileges</td>
<td>Julie Nicholas, President</td>
</tr>
<tr>
<td></td>
<td>Motion to Adopt Agenda</td>
<td></td>
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<tr>
<td></td>
<td>Minutes of 2017 Annual General Meeting</td>
<td></td>
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<tr>
<td></td>
<td>Moment of Silence for Departed ARNNL Members</td>
<td>Lynn Power, Executive Director</td>
</tr>
<tr>
<td></td>
<td>Report of Committee on Nominations</td>
<td>Regina Coady, Past President</td>
</tr>
<tr>
<td></td>
<td>• Election Results</td>
<td>Chair, Committee on Nominations</td>
</tr>
<tr>
<td></td>
<td>• Motion to Accept Report</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Motion to Destroy Electronic Ballots</td>
<td></td>
</tr>
<tr>
<td>1300</td>
<td>President’s Address</td>
<td>Julie Nicholas, President</td>
</tr>
</tbody>
</table>

## Deadline to Submit Motions

<table>
<thead>
<tr>
<th>Time</th>
<th>Item</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td>1315</td>
<td>Annual Report to Members Questions/Discussion</td>
<td>Lynn Power, Executive Director</td>
</tr>
<tr>
<td>1400</td>
<td>Presentation of Audited Financial Statements</td>
<td>Lana Littlejohn, Director of Corporate Services, Will Penney, CPA, CA, KPMG</td>
</tr>
<tr>
<td></td>
<td>• Motion to Approve Auditors (2019-21)</td>
<td></td>
</tr>
<tr>
<td>1415</td>
<td>Resolutions and Motions</td>
<td>Elaine Warren, President Elect</td>
</tr>
<tr>
<td>1515</td>
<td>Incoming President’s Inaugural Address</td>
<td>Elaine Warren, President Elect</td>
</tr>
<tr>
<td>1525</td>
<td>Transfer of Office</td>
<td>Julie Nicholas, President</td>
</tr>
<tr>
<td></td>
<td>Introduction of New Council</td>
<td>Elaine Warren, President</td>
</tr>
<tr>
<td>1530</td>
<td>Adjournment</td>
<td>Elaine Warren, President</td>
</tr>
</tbody>
</table>

Dial in information to join via conference call: 1-866-290-0919 & Participant Code: 398088#
Annual Meeting Rules and Privileges

1. Only members present in person or duly appointed public representatives on Council may participate and vote in business sessions. Voting members have the right to call for an in-camera session according to procedures set out in Robert’s Rules of Order.

2. Members joining by audio conference are permitted to attend business sessions and can ask questions, speak to motions, but cannot vote, move or second a motion.

3. Members of the general public are permitted to attend business sessions as observers only.

4. Speakers present in the meeting room shall use the microphones, address the chair, and state their name. The chairperson shall call speakers in the order in which they stand behind the microphones and alternatively call for speakers on the audio conference system.

5. A motion may be moved only by a member or appointed public representative and must be seconded by a member or appointed public representative.

6. A main motion or an amendment to a main motion must be presented on the form provided for the purpose, signed by the mover and seconder, and sent to the recording secretary.

7. Motions will be accepted until 1:15 pm on Friday, June 8, 2018.

8. A member or an appointed public representative may speak only once to any one motion for a maximum of two minutes, unless special permission is granted by the assembly. The chairperson shall use discretion in limiting or extending debate.

9. Any member, group of members, or appointed public representative may submit a resolution in writing, to the Committee on Resolutions up to the time and date published in ACCESS in the Call for Resolutions (May 8, 2018).

10. Voting on contentious issues will be carried out by secret ballot.

11. Ballots will be stamped and will be of uniform size and colour.

12. Voting members and appointed public representatives will not be permitted to enter or leave the assembly room while votes are being cast.

13. The Council have the authority to approve the minutes of the Annual Meeting.

14. Nursing students may observe the Annual Meeting. However, students are not permitted to vote.

15. All electronic devices should be turned off or muted during the meeting.

16. All ARNNL events are scent free.
Chart of General Rules Relating to Resolutions and Motions

**Motions with No Special Order**

<table>
<thead>
<tr>
<th>MOTION</th>
<th>EXAMPLE</th>
<th>SEC</th>
<th>DEBATE</th>
<th>AMEND</th>
<th>VOTE</th>
<th>NOTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>POINT OF ORDER</td>
<td>I rise to a point of order</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NONE</td>
<td>Ruled upon by chair. May interrupt a speaker.</td>
</tr>
<tr>
<td>APPEAL</td>
<td>I appeal the decision of the chair</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
<td>MAJ</td>
<td>Move at time of ruling by chair. Non-debatable if pending motion is debated.</td>
</tr>
<tr>
<td>SUSPEND RULES OF ORDER</td>
<td>I move to suspend the rule and…</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>2/3</td>
<td>By-laws may never be suspended.</td>
</tr>
<tr>
<td>OBJECTION TO CONSIDERATION</td>
<td>I object to consideration of this question</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>2/3</td>
<td>In order only until debate on main motion begins.</td>
</tr>
<tr>
<td>DIVISION OF ASSEMBLY</td>
<td>I request a division</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NONE</td>
<td>To confirm the result of a vote one member may demand a rising vote.</td>
</tr>
<tr>
<td>DIVISION OF QUESTION</td>
<td>I move to divide the motion by…</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>MAJ</td>
<td>Separates motion if feasible.</td>
</tr>
<tr>
<td>POINT OF INFORMATION</td>
<td>I rise to a point of information</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NONE</td>
<td>Answered by Chair. May interrupt a speaker if important.</td>
</tr>
<tr>
<td>RECONSIDER</td>
<td>I move to reconsider the vote on the motion re…</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
<td>MAJ</td>
<td>Must be made by member who voted on prevailing side. Non-debatable if motion to be considered is not debatable.</td>
</tr>
<tr>
<td>TAKE FROM THE TABLE</td>
<td>I move to take the motion re…from the table</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>MAJ</td>
<td>Brings a tabled motion back to the assembly.</td>
</tr>
<tr>
<td>WITHDRAW A MOTION</td>
<td>I ask permission to withdraw the motion</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>MAJ</td>
<td>Usually done by unanimous consent.</td>
</tr>
<tr>
<td>AMEND BY-LAWS</td>
<td>I move to amend the By-laws</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>*</td>
<td>*Vote required is set down in Act.</td>
</tr>
</tbody>
</table>

*The RN Act (2008), Section 10 (2), grants the ARNNL Council the authority to make, amend or repeal a Bylaw. Motion Chart complies with Robert’s Rules of Order Newly Revised. Reviewed by ARNNL Parliamentarian.*
### Chart of General Rules Relating To Resolutions & Motions (cont’d)

#### Motions in Order or Precedence

<table>
<thead>
<tr>
<th>Motion</th>
<th>Example</th>
<th>SEC</th>
<th>DEBATE</th>
<th>AMEND</th>
<th>VOTE</th>
<th>NOTES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. FIX TIME TO WHICH TO ADJOURN</td>
<td>I move that when the meeting Adjourns, we meet at … (time)</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>MAJ</td>
<td>Privileged motion</td>
</tr>
<tr>
<td>2. ADJOURN</td>
<td>I move to adjourn</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>MAJ</td>
<td>Privileged motion</td>
</tr>
<tr>
<td>3. RECESS</td>
<td>I move to recess for ____ minutes</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>MAJ</td>
<td>Privileged motion</td>
</tr>
<tr>
<td>4. RAISE A QUESTION OF PRIVILEGE</td>
<td>I rise to a question of privilege</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NONE</td>
<td>Ruled upon by chair</td>
</tr>
<tr>
<td>5. CALL FOR ORDERS OF THE DAY</td>
<td>I call for orders of the day</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NONE</td>
<td>Privilege motion. Enforced by demand of one member</td>
</tr>
<tr>
<td>6. LAY ON TABLE</td>
<td>I move to lay the motion on the table</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>MAJ</td>
<td>Lays aside a motion when more urgent business arises</td>
</tr>
<tr>
<td>7. PREVIOUS QUESTION</td>
<td>I move the previous question</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>2/3</td>
<td>If adopted, closes debate</td>
</tr>
<tr>
<td>8. LIMIT/EXTEND DEBATE</td>
<td>I move to limit debate to ____ minutes</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>2/3</td>
<td>May change length of speeches or length of debate</td>
</tr>
<tr>
<td>9. POSTPONE DEFINITELY</td>
<td>I move to postpone the motion to next meeting</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>MAJ</td>
<td>Debate confined to merits of post-poneing question</td>
</tr>
<tr>
<td>10. COMMIT/RECOMMIT</td>
<td>I move to refer this motion to a committee</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>MAJ</td>
<td>Debate confined to merits of referring motion to committee</td>
</tr>
<tr>
<td>11. AMEND</td>
<td>I move to amend the motion by …</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>MAJ</td>
<td>Debatable only if applicable motion is debatable</td>
</tr>
<tr>
<td>12. POSTPONE INDEFINITELY</td>
<td>I move to postpone this motion indefinitely</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
<td>MAJ</td>
<td>Debate may go into merits of main motion</td>
</tr>
<tr>
<td>MAIN MOTION (may be moved only when no motion is pending)</td>
<td>I move that …</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>MAJ</td>
<td>Introduces business to assembly</td>
</tr>
</tbody>
</table>
ASSOCIATION OF REGISTERED NURSES OF NEWFOUNDLAND & LABRADOR
MINUTES OF 2017 ANNUAL GENERAL MEETING
SHERATON HOTEL, ST. JOHN’S
JUNE 9, 2017

The 63rd Annual General Meeting of the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) was held at the Sheraton Hotel, St. John’s.

1. CALL TO ORDER
The President, Julie Nicholas, called the meeting to order at 0830h and welcomed special guests and members: (Hon Minister John Haggie; Harvey Hodder, Parliamentarian; Beverly Griffiths, Provincial Chief Nurse; Margaret Earle, Past Executive Director; Jim Feltham, Past President; and Regina Coady, Past President).

The President indicated that the annual meeting is available by audio conference in order to give all members across the province the opportunity to participate in the meeting.

Those identified as participating via audio conference included:
- Alice Blundon
- Carla Wells
- Madonna Manuel
- Dawn Pittman
- Pam Moores
- Becky Newman
- Judith Strickland
- Corrine Hull
- Sherry Loveridge
- Heather Hunt-Smith

2. INTRODUCTION OF ARNNL COUNCIL
- Julie Nicholas, President
- Elaine Warren, President Elect
- Ray Frew, Public Representative
- Walter Arnold, Public Representative
- Patricia Rodgers, Eastern Region Councilor
- Tracy MacDonald, Central Region Councilor
- Beverly Pittman, Labrador/Grenfell Region Councilor
- Valda Duke, Advanced Practice Councilor
- Megan Hudson, Practice Councilor
- Tonya Ryan, Administration Councilor
- Lynn Power, Executive Director

Council members not in attendance:
- Carmel Doyle, Public Representative
- Irene Baird, Public Representative
- Lacey Sparkes, Western Region Councilor
- Alexia Barnable, Education/Research Councilor

3. INTRODUCTION OF STAFF
The President introduced the ARNNL staff stating that the ARNNL employs 17 permanent staff. Today’s meeting highlights the culmination of hard work, dedication and enthusiasm of staff that makes it possible.

Present:
- Lynn Power, Executive Director
- Michelle Osmond, Director of Regulatory Services
- Lara Littlejohn, Director of Corporate Services
- Trudy Button, Legal Counsel
- Siobhainn Lewis, Nursing Consultant – Policy and Practice
- Pam King-Jesso, Nursing Consultant – Policy and Practice
4. INTRODUCTION OF SCRUTINEERS
   The President introduced the Scrutineers:
   - Donna Luther, Chief
   - Paula Walters
   - Lisa Jesso
   - Dena King
   - Darren Rideout

5. ACKNOWLEDGEMENT OF WORKPLACE REPRESENTATIVES AND STUDENT REPRESENTATIVES
   The President acknowledged the Workplace and Student Representatives present in the room and expressed how ARNNL values the connection they put in place for RNs and students with their professional association.

6. ACKNOWLEDGEMENT OF SPECIAL INTEREST GROUPS
   The President also acknowledged the 13 ARNNL Special Interest Groups and how ARNNL benefits from their expert advice and input.

7. GREETINGS FROM MINISTER HAGGIE
   The President introduced Minister John Haggie, Department of Health Community Services and welcomed him to the stage to bring greetings. Minister Haggie began by thanking ARNNL for the invite to speak and stated that he had attended a variety of events and public groups over the last few months to talk about transitions in health care – where we are and where we need to be. The philosophy of better care through better management sums up a range of things but speaks specifically to the desire and determination to bring about positive and lasting change in health care in NL through changes in the health care system. The Minister painted a picture for the assembly of where the system is today and the role nurses have in transforming the system.

   The Minister stated that emphasis is needed on Primary care and the recently released government report ‘The Way Forward’ explicitly states that government and the department want to increase the number of primary care teams across the province. A foundational piece to improve access and quality with the right care from the right practitioner at the right time in the right place.

   He concluded by saying it is important that conversations continue between the Department of Health and Community Services and ARNNL Council and he took the opportunity to thank ARNNL for working with the Department.

   The President thanked the Minister for his words indicating that they have resonated with RNs and NPs and assured him he is speaking our language when talking scope of practice, new models and getting to where the client is.

8. MOTION TO ADOPT THE ANNUAL MEETING RULES AND PRIVILEGES
   The President reviewed the Annual Meeting Rules and Privileges found in the Business Documents and suggested the assembly keep the business documents and annual report close as they will be referred to frequently.
MOTION 1:
Ray Frew/Regina Coady

THAT the annual meeting rules and privileges be adopted.
CARRIED

9. MOTION TO ADOPT THE ANNUAL MEETING AGENDA
The assembly was directed to the proposed agenda in the Business Documents.

MOTION 2:
Walter Arnold/Lisa Jessio

THAT the annual meeting agenda be adopted.
CARRIED

10. MINUTES OF 2016 ANNUAL MEETING
The rules and privileges of the annual meeting give authority to Council to approve the minutes of the annual meeting and this has been done. Any business arising from the June 6, 2016 annual meeting is addressed in this year’s annual report. Questions may be asked following the report of the Executive Director.

11. IN MEMORIAM
The assembly was asked to stand for a moment of silence for the departed nurses whom ARNNL has been notified of since the 2016 annual meeting. Sincere sympathy was extended to all relatives and friends of:

Birmingham, Anne
Brown, Glenna (nee Hunt)
Crann, Pauline Lynette
Dowins, Jennifer May (nee Walsh)
French, Alice Maude
Gatherall, Donalda Mary
Hodder, Cheryl Marjorie (nee Mills)
Hodge, Olga
Horan, Regina K.
Lawlor, Rodney
Mercer, Edna Lorraine (nee Parsons)
Molloy, Alice-Marie (nee Rogers)
Murphy Goodridge, Janet
Rossiter, Margie
Ryan, Gladys May (nee Brown)
Ryan, Pauline
Sainsbury, Marina
Scanlon, Marion Basha
Smith, Theresa Elizabeth (nee Downey)
Stevenson, Wendy Lloy (nee Bolander)
Walsh, Verna Marie (nee Bonia)
White, Natasha Maria

It is a privilege to give deceased nurses the honor of being named in our annual report, however, ARNNL needs to be notified of the passing of any member to ensure we have as comprehensive a list as possible.

12. REPORT OF COMMITTEE ON NOMINATIONS AND ELECTION RESULTS
Regina Coady, Chair of the Committee on Nominations, presented the results of the election on behalf of the Committee. She announced the successful candidates and welcomed new Council members to their roles for the upcoming year. She thanked the Committee on Nominations: Sarah Messervey, Elizabeth Sooley, Renee Luedee-Warren, Anastasia Knudsen, Regina Coady and Christine Fitzgerald (staff resource) for their
important work over the year.

She reported that a by-election call for nominations for the Administration position was posted on July 29, 2016 with a closing date of August 29, 2016. One nomination was received and thus Tonya Ryan was appointed by acclamation.

There was also a change in the Committee on Nominations Membership. A call seeking two committee volunteers was posted to ARNNL’s website October 28, 2016 and recommendations were brought to Council for approval in February 2017. Sarah Messervey (Eastern Region) and Anastasia Knudsen (Labrador/Grenfell Region) were the two successful representatives.

For the 2017 election for Eastern and Western representatives a call for nominations was printed in January ACCESS and posted on the website with a closing date for receipt of nominations by February 6, 2017. Two nominations were received for each of the regions. The committee on nominations reviewed the information of the four nominees to confirm all met the criteria to run for the regional representative. Know Your Nominees information was posted on ARNNL’s website for electronic voting from April 7, 2017 12:00 am to May 26, 2017 11:59:59 pm. Notice of this and instructions for voting were emailed to all practicing, non-practicing and honorary members on April 7, 2017 with a repeat message sent May 12, 2017.

Results:
Successful and unsuccessful candidates were notified by the committee chair of the results May 30-31, 2017 and candidates were thanked for putting their names forward for election.
Successful candidates:
Patricia Rodgers, Eastern Region
Marie Budden, Western Region

Ms. Coady recommended adoption of the Report of Committee on Nominations including Election Results.

MOTION 3:
Pat Rodgers/Tracy MacDonald

THAT the Report of Committee on Nominations be accepted.

CARRIED

MOTION 4:
Elaine Warren/Yvonne Breeze

THAT the electronic ballots from the 2017-18 Election Results be deleted one week post the annual meeting.

CARRIED

13. PRESIDENT’S ADDRESS
The President began her address stating it was a very exciting and busy year for the Association and she was quite pleased to be part of it. She encouraged any member online or in the room to think about serving sometime on Council for a very rewarding experience.

She stressed the importance of the member’s realization that ARNNL is a self-regulatory body representing the members in the interest of public protection. Regulation is a power given to ARNNL by legislation to self-regulate and the right should never be taken for granted as others have lost the ability to self-regulate because they did not keep standards and regulatory roles uppermost. It is a very serious responsibility and all about keeping the public safe. Council sets overall policy direction and we do this by holding up objects of the Act – policies called Ends statements.

She provided a snapshot of goings on around our province and country. She highlighted work with the Department of Health and Community Services that ARNNL is involved in eg. MAID and
recommended Regulation changes. The President also provided examples of ARNNL making connections with Government, regional health authorities, special interest groups, etc and voiced ARNL’s appreciation with stakeholder engagement and hearing from our members.

The President echoed the Minister’s comments on how important RNs and NPs are in moving the agenda for health care forward.

She concluded to say she is excited to be presenting the awards for excellence over lunch following the annual meeting and she showed pictures of events she has participated in over the last year as President eg. nursing week, public linkage sessions and July 1 parade. She expressed her pride in the privilege she had representing nurses at the war memorial for the 100th anniversary at Beaumont Hamel and thanked the members on behalf of Council and staff for a wonderful year of support.

14. ANNUAL REPORT
The ED acknowledged the significant role played by the President Julie Nicholas and the value it adds to the service of ARNNL. She reported, using examples, on the overall goals/Ends of Council. She highlighted some of the key achievements of the ARNNL for the past year and provided examples of how ARNNL supports members in achieving its mission of “Nursing Excellence for the Health of the Population” through Accountability for Self-Regulation, Professionalism, Quality Professional Practice Environments, and Healthy Public Policy.

In providing examples of why ARNNL exists and what ARNNL is mandated to do she stressed the importance of realizing that while health services is provincial it is best done with collaboration of other stakeholders, nationally and internationally eg. CNA Code of Ethics.

In terms of what we do and who we are, she advised that a second set of Regulation changes were deliberated on by Council and signed. NCLEX has been a significant topic of discussion within Council and with members, thanking members for being open and honest and engaged. NL’s results are the best across the country which speaks to the caliber of the program, faculty, students, and the system with nurse preceptors and clinical placements.

Members were given the opportunity to ask questions of the ED based on her Annual Report.

A member congratulated Lynn on her presentation and spoke of the opioid crisis reminding members that while pharmacists know the chemical set up of drugs it is the nurses who administer the medication and know the results. Therefore, it is very important that the Association be well-voiced and stay involved in events and discussions related to opioids. He inquired about the role ARNNL has with medical and recreational marihuana processes. The ED responded to say a complication of medical marihuana is knowing ‘what is a dose’. The Association has standards related to prescribing but are hoping a definition of a ‘dose’ will be created at the federal level to assist. ARNNL will be as proactive and involved as possible.

15. INTRODUCTION OF RESOLUTIONS COMMITTEE
The President introduced the Resolutions Committee and indicated they are available to provide assistance in the writing of motions:
Elaine Warren, Chair
Valda Duke
Michelle Osmond
Harvey Hodder

NUTRITION BREAK

16. FINANCIAL STATEMENTS
Lana Littlejohn, Director of Corporate Services joined the head table guests for presentation of the statements while Will Penney, auditor from KPMG joined the assembly. Ms. Littlejohn advised that the statements distributed to members represents the final statements approved by Council on June 8, 2017. She presented a breakdown of the contents of the financial statements noting no payable recorded to CNPS given members now pay on renewal direct to CNPS. She indicated that a clean audit of the financial statements was reported and all financial requirements of the Association were met. The Association will continue to build reserves for Council directed funds for eg. Building Fund.

There was no questions on the financial statements.
17. RESOLUTIONS & MOTIONS
Elaine Warren, Chair of the Resolutions Committee chaired the session and referred the assembly to the rules regarding participation and the process for resolutions and those who have the ability to vote. She informed that a Call for Resolutions provides opportunity to submit items for the Association to consider going forward. The Call for Resolutions was printed in January ACCESS with a deadline of March 9 for submission. Members on teleconference were reminded they can speak to a motion but not vote, move or second a motion.

MOTION 5:

Megan Carey/Doug Trainor

THAT:

ARNNL explore a focus on program accreditation and approval, versus an entry to practice examination (NCLEX) as a requirement for new graduates to be eligible for registration in NL.

Discussion:

- A member spoke in support of the motion and the graduates were thanked for putting the motion forward. The member commented on the high cost to students to write the NCLEX exam and suggested that the exam is a switch to American context vs Canadian context. The four-year program includes a multitude of tests, exams, preceptors, faculty, and lab exams and there seems to be no competency problem with graduates in the province. Regulators across Canada signed for this exam until 2020 so a different exam is possible. A similar motion was recently passed at Nova Scotia’s AGM and the member suggested that New Brunswick are not planning to re-sign for the NCLEX. The member encouraged the assembly to read supporting articles to appreciate why they feel the current exam is not a valid measure.

- The Executive Director requested a point of clarification as the motion speaks to having no exam and yet hearing conversation about changing the exam. What really is the ask so we are clear for Council discussion and deliberation? The mover of the motion stated that the motion is requesting the exploration of another exam option claiming the current exam is not a valid measure and causing issues across the country.

- An educator spoke in support of the motion and congratulated the new leaders willing to stand up and speak for what they believe in. The educator indicated issues with the exam and dissatisfaction across the country. The request is to look at other ways to test competencies considering changes in students, new millennium, and the way education is moving in the future. The excellent program contributes to the increase in passing rates, however, there is concern with students and faculty regarding change in the exam and asks ARNNL to take a leadership position to explore and look at new ways to assess competency without an exam recognizing that legislation states an exam is required.

- A member who was on the original committee that made the decision to change the exam advised the assembly that all proposals received from various vendors proposing different exams (including CNA) were reviewed and the group recommended moving to the NCLEX as a method to examine nurses to assess competency across the country. The member spoke against the motion as she challenged comments made that the NCLEX is not a valid tool to examine competency and safety to practice because she has yet to see any valid research to support the comments. She cautions wording of the motion because accreditation and approval plays a different role than the entry to practice exam which measures competency to enter nursing and to practice safely. Accreditation is a much broader process and if we go with no exam the approval process would have to be changed and the RN Act would have to be opened for change.

- Another member spoke against the motion as the current wording is interpreted to mean removal of entry to practice exam and this would breach the RN Act as examination is a core component of regulation. Going backwards and having no exam is not a good message for the public as we have to ensure the strongest standards of public safety and as a regulator, ARNNL is trusted to do it.

- A member and past Council member (when the NCLEX was voted on) acknowledged the major issues in terms of finances, travelling to write, and all resources needed to be successful since the rolling out of
the NCLEX. She questioned if we still had the CRNE would we be having similar discussions. She encouraged the assembly to consider public safety when voting on the motion.

- Educators spoke in support of the motion indicating there is no harm to the public and no breach of the Act to explore the motion.

- An educator spoke in support of the motion acknowledging the challenge for educators since the move to the NCLEX in 2015. It is no surprise NL has the highest passing rate with the great program, outstanding faculty, and graduates but the new exam has had an impact on students across the province and country. She referred the assembly to research that does raise problems with the NCLEX exam and this should not be ignored. Only asking for exploration since we do have to support new graduates and future leaders.

- A current public representative on Council spoke against the motion as he felt it would be a backward step to end up with an exam for a school in this province only as it would restrict the person from working elsewhere in Canada. Main concern is public protection and you do need a national exam and national standards.

- A member spoke against the motion outlining his two concerns: wording of motion focuses on program accreditation approval so no opportunity to open up for other options to confirm competencies; another concern is limiting new graduates from NL from being portable across the country. Moving away from this has potential to limit portability for new graduates.

- An educator suggested proposing an amendment since the intent was not just accreditation and approval. As in any academic pursuit it may turn out that this is not a good option and just as important to know that. In exploring the alternatives we may find out there is no other alternatives. The mover responded to say that program accreditation was included as an example only. The parliamentarian advised that while welcome to make an amendment the word ‘explore’ would carry the purpose and an amendment is not necessary because the Executive Director understands the message and the direction for the Association. However, the Executive Director responded that the motion will be printed in next year’s annual report so clearer wording could be considered.

The assembly recessed to put the motion amendment in writing.

**MOTION 6:**

Moved by: Doug Trainor  
Seconded by: Anne Marie Lewis

ARNNL explore other options such as program accreditation and approval, versus the NCLEX –RN as the requirement for new graduates to be eligible for registration in NL.

The parliamentarian clarified for the assembly that the amendment was made to add in the words ‘such as’ and change organization to NCLEX-RN.

**Discussion on the amendment:**

- The mover of the amended motion emphasized that the point of the motion is to explore any option/alternative if there is a better way. Look at research and see if anything any better to test our students equally to improve it or not.

Vote on amendment to motion: CARRIED

**Discussion on amended motion:**

- A member/staff member of ARNNL advised the assembly that part of his work involves working with internationally educated nurses/students (IENs) and as a point of clarification informed the assembly that ARNNL does not approve these programs. The examination is the final measure for graduates in programs outside of Canada. This direction would adversely impact IENs wishing to practice in NL.
Vote on motion as amended.

Moved by: Doug Trainor
Seconded by: Anne Marie Lewis

ARNNL explore other options such as program accreditation and approval, versus the NCLEX – RN as the requirement for new graduates to be eligible for registration in NL.

IN FAVOR – 44
AGAINST - 28

CARRIED

The Chair of the Resolutions Committee thanked everybody for their participation advising that the motion will be brought to Council for review and the Executive Director will report back at the next AGM. At this time the work of the Resolutions Committee, the parliamentarian, and scrutineers was acknowledged and thanks was expressed.

The Executive Director said she will report back to the 2018 AGM as obligated but it will not be a full year before members receive updates. She expects there will be more engagement and discussion necessary on the motion.

18. INTRODUCTION OF NEW COUNCIL (2017-2018)
The President reported that the four public representatives’ terms are expiring in August 2017 and public representatives now have to be appointed by the Independent Appointments Commission (IAC), however, the current representatives will continue their role on Council until they are reappointed or replaced.

In Attendance:
Julie Nicholas, President
Elaine Warren, President Elect
Ray Frew, Public Representative
Walter Arnold, Public Representative
Patricia Rodgers, Eastern Region Councilor
Tracy MacDonald, Central Region Councilor
Beverly Pittman, Labrador/Grenfell Region Councilor
Megan Hudson, Practice Councilor
Valda Duke, Advanced Practice Councilor
Tonya Ryan, Administration Councilor
Lynn Power, Executive Director

Unable to be Present Today:
Carmel Doyle, Public Representative
Irene Baird, Public Representative
Marie Budden, Western Region Councilor
Alexia Barnable, Education/Research Councilor

19. ANNOUNCEMENTS
Anybody who had purchased a ticket to the Awards Luncheons was reminded of the time and place for the event; all were invited to ARNNL’s Open House from 2-4 pm; as well all members were invited to attend the ARNNL Education and Research Trust Annual meeting at ARNNL House at 4 pm.

20. FINAL THANK YOU’S
Final thank you’s were extended to:
Harvey Hodder, Parliamentarian; Eastern Audio; and ARNNL Staff especially Siobhainn Lewis and Jennifer Lynch, Conference Coordinators.

21. ADJOURNMENT
The meeting adjourned at 1213h. Members were asked to place their name tags in boxes outside the meeting room for recycling.
ASSOCIATION OF REGISTERED NURSES OF NEWFOUNDLAND AND LABRADOR
ANNUAL GENERAL MEETING
JUNE 8, 2018

2018 RESOLUTIONS

Resolution 1: Supporting a Safer Health System for Indigenous People in Newfoundland and Labrador................................................................. 2

Resolution 2: Mechanism for ARNNL Members unable to attend ARNNL AGM in person to vote, move and second motions........................................... 5

Resolution 3: Complaints Process........................................................................ 6

Resolution 4: Requirements for Entry to Practice.................................................. 8
RESOLUTION #1

ARNNL Annual General Meeting Motion 2018
SUPPORTING A SAFER HEALTH SYSTEM FOR INDIGENOUS PEOPLE IN NEWFOUNDLAND AND LABRADOR

In the 1949 the Terms of Union between Newfoundland and Canada made no mention of Aboriginal people. As a result, the Indian Act was not applied in Newfoundland and thus the province’s Innu and Mi’kmaq were ineligible for the range of programs and services enjoyed by their counterparts in continental Canada. ¹

In 2011, 3% of Aboriginal people in Canada live in Newfoundland and Labrador. This province also had the largest Aboriginal population of all the Atlantic provinces. ²

In June 2015, the Truth and Reconciliation Commission (TRC) released its report based on hearing from thousands of residential school survivors. There are 94 Calls to Action including individual instructions to guide governments, communities and faith groups down the road to reconciliation. Of these seven are specific to the Health System. For a list of these seven see Appendix. ³

According to the TRC report and cited elsewhere⁴, systemic racism against Indigenous peoples, which includes personal biases and unintentional stereotyping, continues to be a problem in today’s health settings.

Registered Nurses have the power to be a strong partner in the TRC Calls to Action. Awareness is a first step for RNs to learn about the damaging policies such as residential schools in this province as well as the intergenerational trauma, and loss of culture and voice in many communities throughout the province.

It is also important also for RNs to learn about and acknowledge the state of Indigenous health and rights as identified in international law⁵, constitutional law and under treaties. Equipped with this knowledge RNs can collectively work with Indigenous leaders and others to make the cultural shift needed to create conditions to improve Indigenous peoples’ health outcomes. ⁶


Whereas: Indigenous people in Canada are diverse populations whose health is affected by all social determinants of health, as well as a complex history of colonialism, racism, and residential schools.

Whereas: Social determinants have a significant impact on disease and recovery experiences within many Indigenous communities.

Whereas: The Truth and Reconciliation Commission has helped Canadians to gain a better understanding how the health status of Canada's Indigenous Peoples has been compromised by years of disenfranchisement and abuse and provides opportunities for ongoing dialogue and solutions-oriented responses.

Whereas: Registered Nurses who are often the most frequent point of contact into the healthcare system for many Indigenous peoples are well positioned to ensure that the Calls to Action are upheld, and that they remain on the political and health care agendas.

Be it Resolved that the Association of Registered Nurses of Newfoundland and Labrador:

1. Undertake an environmental scan to identify how other nursing and other health professional regulatory bodies are answering the TRC Calls to Action.

2. Collaborate with Indigenous RN leaders and their agencies and where relevant other health professional bodies, provincial ministries to develop an action plan to address the relevant Calls to Action in this province.

3. Report progress to members through newsletters and other forms of communication tools.

Moved By: Mollie Butler, RN, PhD

Seconded By: Dennis Benoit, RN, BN
Appendix: Truth and Reconciliation Commission Calls to Action for Health

18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcome between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health.

20. In order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, we call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal Peoples.

21. We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.

22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal peoples.

23. We call upon all levels of government to:
   i. Increase the number of Aboriginal professionals working in the health-care field.
   ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
   iii. Provide cultural competency training for all healthcare professionals

24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
RESOLUTION #2

ASSOCIATION OF REGISTERED NURSES OF NEWFOUNDLAND & LABRADOR

RESOLUTION FOR SUBMISSION TO ARN NL ANNUAL MEETING
Mount Peyton Hotel, Grand Falls – Windsor, Friday, June 8, 2018
ARN NL Annual General Meeting Motion 2018

WHEREAS Many Registered Nurses are unable to attend the ARN NL AGM in person,

WHEREAS Many Registered Nurses may be interested in attending the AGM via teleconference or an electronic platform,

WHEREAS Many Registered Nurses may be interested in voting during the AGM, or in moving and seconding resolutions that are submitted to ARN NL.

BE IT RESOLVED THAT,

ARN NL explore and adopt a mechanism that allows for ARN NL members who are unable to attend the ARN NL AGM in person to participate in voting and moving and seconding resolutions via an alternative method in real time.

ANTICIPATED ACTION AND COSTS

The anticipated cost to ARN NL is related mainly to the adoption of technology that will facilitate member involvement for voting, or moving or seconding resolutions at an AGM. If ARN NL has in-house IT support that can explore this technology, the cost will only be related to the payment of any license fees that are required to purchase software.

EXPLANATORY NOTES

The ARN NL currently requires that members must be present in person in order to participate in voting held at its Annual General Meeting (AGM) or to move or second a resolution submission. Currently, there is no mechanism in place for a member who is attending the AGM via electronic means or teleconferencing to vote or to move or second a resolution submission during the AGM.

MOVER/Submitter: Carla Wells
Address: 
Phone: 
Email:  
ARNNL Registration No: 9719

Seconder: Alice Gaudine
Address: 
Phone: 
Email:  
ARNNL Registration No: 11815
RESOLUTION #3

ARNNL Annual General Meeting Motion 2018
Complaints process

Preamble  The ARNNL has the mandate for protecting the public and as part of this mandate the Registered Nurses Act (2008) provides the legislative authority for a process where members of the public or Registered Nurses can submit a complaint or allegation against its members. Specifically, Article 21 of the Registered Nurses Act (2008) states:

“21. (1) An allegation shall be in writing and signed by the complainant or his or her solicitor, and filed with the Director of Professional Conduct Review.

(2) The Director of Professional Conduct Review may on his or her own motion make an allegation and file it, and the allegation shall have the same effect as an allegation referred to in subsection (1)....”

Article 22 of the Registered Nurses Act (2008) states:

“22. (1) Where it appears to the Director of Professional Conduct Review after notifying the respondent of the allegation that the allegation may be resolved satisfactorily and where the complainant and the respondent consent, the Director of Professional Conduct Review may attempt to resolve the matter.”

The Act does not specify guidelines for dismissing a complaint at the time of intake.

Whereas  Many Registered Nurses (and Nurse Practitioners) work for health care authorities or other organizations that have complaints procedures for complaints from the public and other nurses or health care professionals,

Whereas  Many Registered Nurses (and Nurse Practitioners) work for health care authorities or other organizations that have unions that have grievance procedures for reviewing complaints,

Whereas  Nursing Students in the BN (Collaborative) program can lodge complaints about faculty members following Memorial University of Newfoundland’s Academic Appeals process, and can lodge non academic complaints about nursing faculty using the non academic complaint process at their site (Eastern Health, Memorial University of Newfoundland, and Western Health),

Whereas  Complaints submitted to the ARNNL may be related to Human Resource or Administrative issues and not related to the protection of the public,
Whereas Complaints submitted to the ARNNL may have been already thoroughly investigated by the regional health authorities, other health authorities, university, unions, or organizations such as The Human Rights Commission,

Whereas Other complaint processes may include guidelines for dismissal on intake, which may include contacting the chief nurse of the organization or an administrator for information,

Whereas The current ARNNL process for dismissing complaints takes several months,

Be it resolved that the ARNNL survey other complaint processes in other jurisdictions and of other organizations such as the Human Rights Commission, for guidelines for dismissing complaints on intake and for identifying if the complaint is within the mandate of public protection, and consider developing their guidelines for dismissing a complaint on intake and recommending a change in The Nurses Act (2008) if required.

Moved by:
April Manuel

[x] April Manuel

Signed by: Manuel, April

Registration Number 15259

Seconded by:
Mollie Butler

[x] Mollie Butler

Registration Number: 5611
RESOLUTION #4

RESOLUTION FOR SUBMISSION TO ARNNL ANNUAL MEETING
Mount Peyton Hotel, Grand Falls – Windsor, Friday, June 8, 2018

Requirements for Entry to Practice

Preamble

In pursuit of its mission, ARNNL is accountable for self-regulation of the nursing profession in the public interest, and regulatory processes are transparent, accessible, and fair. The ARNNL must ensure that a transparent and fair regulatory process is in place to assess entry to practice competency in new graduates.

Whereas the validity of the NCLEX-RN © examination has not been established in the Canadian context and the validity of an exam, instrument or measure in one country does not mean it is valid in another country,

Whereas there is growing evidence that the assumptions underlying the application of the NCLEX-RN © examination to the Canadian context is flawed,

Whereas the success rate of French speaking graduates and international graduates in Canada is low and there are concerns that indigenous graduates are disadvantaged,

Whereas low pass rates on the NCLEX-RN © may ultimately eliminate qualified BN graduates from registering to practice, and may contribute to nursing shortages over the next decade,

Whereas there is a shortage of nurses in the United States and in areas of Canada that have a high failure rate on the NCLEX-RN © examination,

Whereas Newfoundland graduates are being offered full-time permanent employment in other Canadian provinces and the United States, and writing the NCLEX-RN © examination expedites their migration to the United States, thereby increasing the shortage of nurses in Canada,

Whereas the NCLEX-RN © examination requires the development of testmanship skills and most American and Canadian schools require students to develop and practice their testmanship skills (not their knowledge) through purchasing test materials, and these cost our students approximately $600 US dollars, and many students also spend several hundred dollars buying other NCLEX-RN © test-taking skill resources,

Whereas the cost of the NCLEX-RN © examination is $360 each time it is written and it is offered in Corner Brook only one time a year,
Whereas In Canada, there is reciprocity in registration in one province or jurisdiction and therefore provinces do not need to use the same procedures (or examination) for nurses to move to other provinces or jurisdictions,

Whereas The decision to move to the NCLEX-RN® examination without consultation with nurse educators or registered nurses teaching in baccalaureate nursing programs has led to a divide between nurse educators, nursing students, and a growing number of nurse graduates, and regulatory bodies in Canada including the ARNNL,

Whereas The Canadian Association of Schools of Nursing is currently leading an initiative to develop a Canadian Baccalaureate exit exam,

Be it resolved that:

The ARNNL explore the option of not renewing their contract with the National Council of State Boards of Nursing for the NCLEX-RN® exam, or if necessary, explore the option of renewing the contract for a shorter period of time until another exam option is found.

Be it further resolved that:

The ARNNL explore the Canadian exit exam being developed by CASN as an option to the NCLEX-RN® exam.

Be it further resolved that:

The ARNNL ensure a fair regulatory process is in place and advocate for a Canadian exam in consultation with the Canadian Nurses Association and the Canadian Council of Registered Nurse Regulators.

Moved by: Daphne Kennedy ARNNL# 21188

Seconded by: Carla Wells ARNNL# 9719
References


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