

Convention

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Agenda

Prince Edward Island Convention Centre
18 Queen Street
Charlottetown, PE C1A 4A1

Monday June 5, 2023 – Registration Day

- 2:30 pm – 4:30 pm **Healthy Walk, start from PEI Convention Centre (PEICC) – main foyer**
Bring your walking shoes and join President Linda Silas and the National Executive Board – guaranteed fun!
- 4:30 pm – 7:00 pm **Registration, PEI Convention Centre – main foyer**
- 7:00 pm – 10:00 pm **Opening reception, PEI Convention Centre – Riverview Rooms**
Cash bar

Hosted by PEINU

pei nurses
Prince Edward Island Nurses' Union

Tuesday June 6, 2023 – Education Day 1

7:00 am – 8:30 am **Registration**

Note: If you are already registered, please proceed to the PEI Convention Centre Ballroom for a plenary session.

8:30 am – 10:00 am Indigenous Welcome

Human rights and equity plenary session **Toward Equity – Together**

10:00 am – 10:30 am Networking break – the Convention Centre foyer

10:30 am – 11:15 am Plenary speaker – Martha Chaves

11:15 am – 1:00 pm Free time for lunch

1:00 pm – 2:30 pm Workshops

2:30 pm – 3:00 pm Networking break – the PEI Convention Centre foyer or Hotel Rodd Charlottetown

3:00 pm – 4:30 pm Workshops (continued)

4:30 pm Adjournment of workshop sessions

6:00 pm **Fun Night** (pre-registration needed)

Workshops – Day 1	Rooms
Workshop #1: Professional responsibility: making the link between your workplace and your standards of nursing practice	Spruce/Oak
Workshop #2: Psychological health and safety for nurses	Ash
Workshop #3: Human rights and equity	Aspen
Workshop #4: Protecting and advancing public health care	Birch
Workshop #5: Together we act	PEICC Ballroom
Workshop #6: Retirement: the next chapter – a practical guide for all nurses	Charlottetown/ Montague/Bonshaw
Workshop #7: Truth and Reconciliation: the Blanket Exercise	Summerside/ Tignish
Workshop #8: The social determinants of health tour	Bus Tour
Workshop #9: Our resilient selves: rediscovering vitality, strength, and joy through movement and dance	Georgian Ballroom, Rodd Charlottetown
Workshop #10: The power of story: conversations that count	Victorian Room, Rodd Charlottetown

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Wednesday June 7, 2023 – Education Day 2

7:00 am – 8:30 am **Registration**

Note: If you are already registered, please proceed to the PEI Convention Centre Ballroom for a plenary session.

8:30 am – 10:00 am International plenary session – **Mobilizing Around the Globe**

10:00 am – 10:30 am Networking break – PEICC foyer

10:30 am – 11:15 am Plenary speaker – David Granirer

11:15 am – 1:00 pm Free time for lunch

1:00 pm – 2:30 pm Workshops

2:30 pm – 3:00 pm Networking break – PEICC foyer or Rodd Charlottetown

3:00 pm – 4:30 pm Workshops (continued)

4:30 pm Adjournment of workshop sessions

Free Night

Workshops – Day 2	Rooms
Workshop #1: Professional responsibility: making the link between your workplace and your standards of nursing practice	Spruce/Oak
Workshop #2: Psychological health and safety for nurses	Ash
Workshop #3: Human rights and equity	Aspen
Workshop #4: Protecting and advancing public health care	Birch
Workshop #5: Together we act	Victorian Room, Rodd Charlottetown
Workshop #6: Retirement: the next chapter – a practical guide for all nurses	Charlottetown/ Montague/Bonshaw
Workshop #7: Truth and Reconciliation: the Blanket Exercise	Summerside/ Tignish
Workshop #8: The social determinants of health tour	Bus Tour
Workshop #9: Our resilient selves: rediscovering vitality, strength, and joy through movement and dance	Georgian Ballroom, Rodd Charlottetown
Workshop #10: The power of story: conversations that count	PEICC Ballroom

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Thursday June 8, 2023 – Business Day 1

- 7:00 am – 8:30 am **Registration**
Note: If you are already registered, please proceed to the Convention Centre Ballroom for a plenary session.
- 8:30 am – 9:30 am **Call to order**
- O Canada
 - Announcements
 - Welcome from host province – Barbara Brookins, President, Prince Edward Island Nurses' Union
- Business Items:**
- Roll call
 - Adoption of agenda
 - Approval of rules and privileges
 - Credentials report and appointment of scrutineers
 - Introductions: CFNU National Executive Board, staff and guests
- 9:30 am – 10:15 am **President's address – Linda Silas, President**
- 10:15 am – 10:45 am Networking break
- 10:45 am – 11:45 am **Open forum with CFNU's NEB**
- 11:45 am – 1:15 pm Free time for lunch
- 12:00 pm Deadline for emergency resolutions
- 1:15 pm – 2:00 pm Speaker – Niigaan Sinclair: **What's the Land Got to Do with It? Health, Reconciliation and the Life Imperative**
- 2:00 pm – 2:30 pm **Secretary-Treasurer's report – Pauline Worsfold, Secretary-Treasurer**
- 2:30 pm – 3:00 pm Constitution Committee report
Tracy Zambory, Chair of Constitution Committee
- 3:00 pm – 3:30 pm Networking break
- 3:30 pm – 4:15 pm **Presentation of the 2022 and 2023 Bread & Roses Awards**
- 4:15 pm Adjournment
- 6:00 pm – 6:30 pm Cash bar reception, Eastlink Centre
- 6:30 pm – 12:00 am CFNU Banquet, Eastlink Centre

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Friday June 9, 2023 – Business Day 2

8:00 am – 8:30 am **Registration**

Note: If you are already registered, please proceed to the PEI Convention Centre Ballroom for a plenary session.

8:30 am – 8:45 am **Call to order**

- Announcements

8:45 am – 9:00 am International Solidarity Committee report

- Tracy Zambory, Chair of International Solidarity Committee

9:00 am – 9:15 am Nominations Committee report

- Janet Hazelton, Chair of Nominations Committee

9:15 am – 9:30 am Climate Toolkit

9:30 am – 9:45 am Study on safe nursing work hours

- Dr. Heather Scott-Marshall and Arun Shrichand, co-leads

9:45 am – 11:00 am Resolutions Committee report

- Janet Hazelton, Chair of Resolutions Committee

11:00 am – 11:30 am Networking break and prep for rally

11:30 am – 1:00 pm Rally with lunch provided

1:00 pm – 2:00 pm **Speaker – Meredith Preston McGhie**

2:00 pm – 3:00 pm Resolutions (continued)

3:00 pm – 3:30 pm Networking break

3:30 pm – 4:30 pm New business

- President's closing remarks

4:30 pm Adjournment

Thank You!

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Plenary session: Toward Equity – Together



Connie Paul / Teltitelwet Yetta

Connie has been blessed with three Indigenous names.

1. “Yetta” which belonged to her maternal great-grandmother
2. “Teltitelwet” from her great-great-grandmother, who was from Mill Bay, Coast Salish
3. “Hanakim Zim Lisms” gifted from the Nisga’a Nation, meaning “women from the Nass River”

Her father was the late Ben Paul from the Tsartlip Nation. Her mother was the late Evelyn (Louis) from the Okanagan First Nations. Her husband of 36 years, Bill Charnley Sr., is from Lil’wat /Katzie First Nations, together they have three sons: Sulusutil, K’wrusuws, Sulusutun. Her mother-in-law, Millie Moran, RN, was from Lil’wat First Nations.

Connie started working as a nurse 34 years ago and has worked for her people her whole career in a variety of roles, including: health pre-transfer coordinator for Lyackson, Penelakut, Stz’uminus and Halalt First Nations, seven years at Nanaimo Regional General Hospital (NRGH) as part of their acute medical float pool, 18.5 years as an outpost nurse, in a Northern Community, Nisga’a Nation, Gingolx Village Government, Laxgalts’ap Village Government, Gitwinksihlkw Village Government and Gitlaxtaamiks Village Government, and 14 years working for Snuneymuxw First Nations as their Home and Community Care Nursing Manager. In her current role with Snuneymuxw First Nations Connie serves on the Vancouver Island University truth and reconciliation working group, the primary care network for Nanaimo, Community Action Team for Nanaimo area, CSC working group and Nanaimo Regional General Hospital harm reduction working group. She is also working in partnership with the University of British Columbia to have a residency program here at our clinic.

Teltitelwet’s personal commitment to her people is to ensure equal access to health care. She believes in self-government and self-determination, and knows that nursing has a unique opportunity to advocate for people.



Jan Simpson is National President of the Canadian Union of Postal Workers. A postal worker for over 30 years, she became involved with the union early on in her career. As a Black woman, fighting injustice is what she does daily, so it was a natural fit to be drawn to the union. Advocating for and witnessing the power of people working together to effect real transformative change is her passion.

She was also the first Black person to be elected to CUPW’s National Executive Committee when she was elected First National Vice-President in 2015. Jan then went on like so many other leaders committed to change to successfully run for CUPW President, becoming the first Black woman to lead a national union in Canada in 2019.

Her passion remains as strong now as it was when she first became involved in the labour and social justice movements. She continues to fight injustice on the workforce in our communities, in our country and around the world, as she creates a space and a place for everyone as their authentic selves within these movements. As long as she is the CUPW President, and long after, she will always fight for workers to have a voice and be treated with dignity and respect.

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Dr. Manju Varma has been working in the area of anti-racism for over three decades. She specializes in helping organizations, universities and government departments examine systemic discrimination via their policies and processes. She is a trained mediator (Harvard University) and certified to work with communities dealing with mental health issues, 2SLGBTQ+, and change management and fatigue. In 2021, Manju was appointed as the Government of New Brunswick's Commissioner on Systemic Racism, the first position of its kind in Canada. An ardent volunteer, Manju is a board member of the Canadian Race Relations Foundation and the New Brunswick Medical Education Foundation, Inc. Currently she is CEO and co-partner of Engaging Matters Diversity Consultants Inc., a company that helps organizations recognize their potential to be inclusive and equitable.



Dawn Armstrong, RN, is a 33-year nurse who worked in the emergency room (ER) at Dryden Regional Health Centre, Local 81, prior to joining the ONA Board of Directors in 2020.

Since joining the board, Dawn has held the portfolio of human rights and equity and is proud of what has been accomplished with her member Human Rights and Equity team, especially since most of the work was done in the virtual world. Relationships and connection are very important when talking and acting on human rights and equity issues, and they were able to come together in a digital format, become a cohesive team and create innovative ways to move HR&E forward.

Most recently ONA has released a four-year Anti-Racism and Anti-Oppression (ARAO) Action Plan, and Dawn has been the board designate to champion this initiative as well as chair of the new member Anti-Racism Advisory Team.

"This work is challenging and rewarding at the same time. It is also of the utmost necessity, and I will continue to work hard at ensuring its success," says Armstrong.

Plenary session: Mobilizing Around the Globe



Zenei Triunfo-Cortez is a registered nurse and a member of the Council of Presidents of National Nurses United (NNU), the largest union and professional association of registered nurses in the United States, with nearly 225,000 members nationwide. She is also a member of the Council of Presidents of California Nurses Association/National Nurses Organizing Committee (CNA/NNOC). Zenei set a milestone as the first Filipina president of the union.

Zenei is one of the country's top nursing leaders and an outspoken public advocate for NNU and CNA/NNOC's campaigns to protect the health and safety of nurses and patients during the COVID-19 pandemic, for Medicare for All, national RN-to-patient safe staffing standards and workplace violence prevention regulations, to name a few.

In 2007 she was elected with a panel of three RN colleagues to serve on CNA/NNOC's first Council of Presidents and has been re-elected for subsequent terms.

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Dr. Leigh Chapman is committed to advancing the nursing profession in Canada to ensure equitable access to quality care. As CNO for Canada, she provides strategic advice to Health Canada, plays a convening role on key nursing issues and represents the federal government at public forums.

Leigh is a registered nurse (RN) who received her PhD from the University of Toronto's Lawrence S. Bloomberg Faculty of Nursing. Over the past 20 years, she has gained a deep understanding of nursing by working in both frontline and clinical leadership capacities. In addition to her role as CNO for Canada, Leigh continues to work at a community-based consumption and treatment site in Toronto, where she provides harm reduction services and frontline care.



Phil Ni Sheaghda is a trained intensive care nurse and General Secretary of the Irish Nurses and Midwives Organisation (INMO). She has worked as an ICU nurse in Ireland, Australia, the UK and the U.S. (Memorial Sloane Kettering in New York), following training in Dublin and London.

She began work for the INMO in 1998, later completing an MA in industrial relations and a Higher Diploma in employment law. She was Director of Industrial Relations from 2008 until 2018, when she was appointed general secretary.

As general secretary, she has overall responsibility for the organisation, leading on INMO's advocacy on national nursing policy and through various public sector pay agreements. In 2019, she led the organisation's first strike in two decades – winning pay increases and staffing improvements for nurses and midwives.

She is currently an Executive Council member of the European Federation of Nurses Associations and a representative of the European Federation of Public Services Unions. As a member of the International Council of Nurses, she has presented to the Massachusetts Nursing Association and the Canadian Federation of Nurses Unions in recent years.



Michael Whaites is the Assistant General Secretary of the NSW Nurses and Midwives' Association (NSWNMA) and Branch Assistant Secretary of the Australian Nursing and Midwifery Federation NSW Branch.

Michael is a registered nurse of 29 years and midwife of 26 years. He was an active workplace delegate at Royal Prince Alfred Hospital, where he worked as a Clinical Midwifery Educator, prior to commencing at the NSWNMA in 2005.

Michael has worked as an Organiser, Trade Union Educator, Lead Organiser and Manager at the Association, before being appointed Assistant General Secretary in 2022.

Michael has widespread knowledge of public health and extensive experience mentoring peers to achieve targets and member development goals.

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Speakers



Martha Chaves is an award-winning comedian, writer and actor whose career spans over two decades. *Now Magazine* described her as "smart, sassy, provocative, and very funny."

Martha has appeared multiple times at the prestigious Just For Laughs Festival, the Winnipeg Comedy Festival and the We Are Funny That Way Festival, to name a few.

Martha describes herself as the "most famous Nicaraguan-Canadian LGBTQ+ stand-up comedian in the world," but despite being an act of such a unique nature, she's hilariously relatable, universally funny and accessible.

She can frequently be heard on CBC's *The Debaters* and *Laugh Out Loud*. She is a regular panellist on the popular CBC show *Because News*.

During the pandemic, she created a multi-media piece *Living La Covida Loca*, which premiered online at The Hillside Festival. She also created "Beyond the Mask," another multi-media piece that was featured in "Caminos" as part of the Aluna Theatre Festival 2021 program. In 2022, she was asked to perform at the Stratford Festival.

As a playwright, Martha has written and acted in several successful one-woman shows. "Staying Alive" and "In Times of Trouble" were featured in the Soulo Festival and the Aluna Theatre Festival in Toronto, respectively. "The Diaries of a Young Lezbo" premiered at SoloCom in New York.



David Granirer is a counselor, stand-up comic, author, keynote speaker, and founder of Stand Up For Mental Health (SMH), a program teaching stand-up comedy to people with mental health issues. David, who himself suffers from bipolar, is featured in the VOICE Award-winning documentary *Cracking Up* and the award-winning Australian Broadcasting Corporation documentary *Crack Up*. He also received a Life Unlimited Award from Depression Bipolar Support Alliance, an Award of Excellence from the National Council of Behavioral Health, a Champion of Mental Health Award, and a Meritorious Service Medal from the Governor General of Canada. He was also recognized as one of the 150 Canadian Difference Makers in mental health. He works with mental health organizations in Canada, the U.S. and Australia to train and perform with SMH groups in dozens of cities. www.standupformentalhealth.com

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Niigaan Sinclair is Anishinaabe (St. Peter's/Little Peguis) and a professor at the University of Manitoba, where he holds the Faculty of Arts Professorship in Indigenous Knowledge and Aesthetics and is currently Head of the Department of Indigenous Studies. Niigaan is also an award-winning writer, editor and activist who was recently named to the Power List by *Maclean's* magazine as one of the most influential individuals in Canada. In 2018, he won Canadian columnist of the year at the National Newspaper Awards for his bi-weekly columns in *The Winnipeg Free Press* and is a featured member of the Friday Power Panel on CBC's *Power & Politics*. A former secondary school teacher, he won the 2019 Peace Educator of the Year from the Peace and Justice Studies Association based at Georgetown University in Washington, DC.



Meredith Preston McGhie is the Secretary General for the Global Centre for Pluralism in Canada. In this role, Ms. Preston McGhie provides strategic leadership for the Centre and represents the Centre as an ambassador of pluralism to develop strong relationships with diplomatic communities, governments and other institutions.

Previously Ms. Preston McGhie mediated and advised a range of mediation processes as the Regional Director for Africa with the Centre for Humanitarian Dialogue, and before that with the UN. Ms. Preston McGhie served as an advisor to the late H.E. Kofi Annan during the Kenya National Dialogue and Reconciliation. Through more than 20 years in Africa, she helped to establish and facilitate peace processes in Nigeria, Somalia, Sudan and South Sudan and elsewhere. Her work spanned a range of issues, including electoral conflict, disarmament and demobilisation, and inclusion. She contributes to policy discussions on peacemaking globally, including teaching peace process design. Ms. Preston McGhie began her career supporting conflict resolution efforts of leaders in the Naga community of North East India and among Indigenous minorities in Myanmar with the Asia Indigenous Peoples Pact.

Discrimination and harassment

The Canadian Federation of Nurses Unions endeavours to provide a supportive working and learning environment that is equitable for all participants. Such an atmosphere must be based on mutual respect and free of any form of discrimination or harassment.

Discrimination and harassment create a hostile environment and undermine the principles of solidarity, unity and equity. The CFNU will not tolerate behaviour that is likely to undermine the dignity or self-esteem of an individual, or create an intimidating, hostile or offensive environment.

This includes, but is not limited to, the unjust or prejudicial treatment of a person based on grounds protected under the *Canadian Human Rights Act*. These grounds include race, national or ethnic origin, religion, age, sex, sexual orientation, gender identity or expression, marital or family status, physical appearance or disability.

Complaints of harassment at CFNU events will be taken seriously and will be investigated immediately. Offenders will be penalized up to and including expulsion from this function. The investigation of each incident will be handled confidentially and expeditiously with particular sensitivity for the complainant.

If you believe you are being harassed, **act immediately**:

- 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 that you will take further action if the behaviour continues.
- If the inappropriate behaviour persists, approach one or both of the designated representatives who will investigate the matter.

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

Your designated representatives for the CFNU 21st Biennial Convention can be reached through the CFNU Convention office between 8:00 am and 5:00 pm.

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Parliamentarian rules

Do you know the rules?

When conducting business meetings, such as the Biennial Convention, the CFNU follows *Robert's Rules of Order*.

The following is an introduction to *Robert's Rules*. This article was extracted from "A Guide to Parliamentary Procedure Based on Robert's Rules of Order Newly Revised" and "Roles and Responsibilities of Chairman," taken from the Board of Directors' and Committees' Orientation Manual of the Saskatchewan Union of Nurses.

An assembly generally uses five steps to conduct its business: (1) a motion is made, (2) the motion is seconded, (3) the chair states the question, placing it before the assembly, (4) the assembly debates the motion, and (5) votes upon it.

1. Motion made

A proposal that the assembly take certain action or express itself as holding certain views is a motion. Verbally, a member introduces a motion by obtaining the floor and stating, "I move that..." or she/he may move for the adoption of a written resolution.

2. Motion seconded

Next, another member who supports the proposal says, "I second the motion." Requiring a "second" prevents consuming time on a view held by only one member. If there is no second, the matter is dropped.

3. Chair states question

Once a motion is seconded and considered to be in order, the chair/chairperson states the question to the assembly, clarifying any vague points. Having been restated by the chair, the proposal is pending. This means it is before the assembly for consideration and action. (Until a motion is pending, any member may suggest modifications, or the mover may modify or withdraw the motion.) When the chair states the question, this opens the floor for debate on the proposal.

4. Debate

That question most recently stated by the chair is the one to be acted upon first. Debate (which is discussion of a proposal) is limited to the immediately pending question, and usually each member is limited to two speeches during any debate.

Prior to debating or making a motion, a member must obtain the floor. After the previous speaker yields the floor (usually by sitting down), the member wishing to speak rises and addresses the chair. The would-be speaker is recognized by the chair, or ruled out-of-order in favour of another speaker. In many cases the first one to rise is assigned the floor. A member attempting to take the floor for a second speech on the same question is out-of-order when any member who has not spoken on that question desires the floor.

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a) **Amendments to the motion**

An amendment is offered when a member agrees substantially with the motion but wants some change. An amendment must be closely related, although it may be inconsistent, to the subject of the motion. It must be stated clearly and defined as to what part of the motion it applies. An amendment that is not relevant to the main motion is out-of-order.

To amend a motion, a member must seek and be recognized by the chair. Once recognized, she/he states, "I move to amend the motion by..." If another member seconds the amendment, the chair asks if there is any discussion of the amendment.

b) **Amending the amendment**

An amendment may be changed just as a motion may be changed. The amendment to the amendment must relate to the motion and the amendment. The chair can sometimes ask the maker of the motion and the seconder if they are willing to accept the amendment as part of the original motion. If they agree and if no other member objects, this can be done, saving time and effort. The chair must carry through each step until the main motion has been voted on. There can be no amendment to an amendment to an amendment. If it gets to that point, a substitute motion is in order. Voting is done in reverse order. That is on the amendment to the amendment, then the amendment, then the motion as amended.

c) **Substitute motion**

A substitute motion ties loose ends together. It may be made and accepted by the chair. Amendments or substitute motions cannot be accepted if they are not relevant to the motion.

d) **Tabling a motion**

The membership may seem unable to reach a conclusion, or more study may be needed. At these times a member makes a motion to table the motion. The maker of the motion cannot do so while speaking on the motion, or if she/he has previously spoken on the motion and there are others who still desire to speak. Such a motion requires a second, and once seconded, cannot be debated or amended. It must be put to an immediate vote. If a majority vote in favour, the motion is then tabled. Tabling a motion does not carry a time limit. A motion to table until the next meeting is a motion to postpone and is debatable. If a member wants to postpone indefinitely, or if a member wants to place the matter in the hands of a committee, the motion should be stated in these terms: "I move that the matter be referred back to the Education Committee."

e) **Points of information**

Members sometimes become confused about the business being discussed. They may need some information from the chair or the speaker about the meaning of the motion or its effect. If so, they may direct an inquiry to the chair. Members do not have to wait to be recognized by the chair, but may interrupt by stating, "I rise on a point of information." The chair must recognize the member and say, "State your question." The chair then seeks to answer the

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question or, if the member desires information from another member, the chair should ask the person holding the floor to yield for the purpose of getting the information. The person holding the floor cannot be forced to yield, but if she/he does, the questioner must address the point of information through the chair and the answer must be made to the chair. If the chair decides that the question does not require an immediate answer, the inquiry can be answered as soon as the speaker is finished.

5. Vote

Once debate is over, the chair asks again, “Are you ready for the question?” If no one goes to the mike to speak, she/he restates the question and takes the vote. This is usually done by a show of hands. If the result is unclear, the chair may ask for a standing vote.

For a motion to pass it will require either a majority (more than half votes cast) or 2/3 of the members present and voting on that motion. Therefore, if x number of members are registered for the day and then some members leave, the vote is determined by the majority or 2/3 (depending on what is required) of the remaining members who vote.

NOTE: All motions, discussion and debate of motions must take place through the chair. Members are not allowed to debate issues among themselves.

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.

CFNU’s Bylaw 7.11 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.

6. 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 the *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 act 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.

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Rules and privileges

1. Only voting delegates and members of the National Executive Board will be entitled to vote. Each Member Organization may cast its full number of votes, provided that it has at least one (1) voting delegate at the convention.
2. Speakers will use the microphones when addressing the chair.
3. Speakers must be acknowledged by the chair before addressing the assembly.
4. Speakers addressing the chair will state their names and union membership.
5. Members of a Member Organization who are not voting delegates may attend a convention of the Federation on behalf of their respective organization and may speak to, but not move or vote on business of the Federation.
6. Staff of a Member Organization may attend at the discretion of the Member Organization and may speak with the consent of two thirds (2/3) of the voting delegates.
7. Motions, amendments and emergency resolutions must be presented in writing to the chair.
8. Debate on any motion at this convention will be limited to one (1) speech by any person on any question, unless special permission is granted by the assembly. No person can speak a second time to any question, as long as another person who has not spoken to that question wishes to speak.
9. Each speech will be limited to three (3) minutes.
10. Once voting has commenced on a motion, no one shall be allowed to enter or leave the meeting room.
11. Convention rules may be suspended by a two-thirds (2/3) vote.
12. Governing rules of order will be the current edition of *Robert's Rules of Order Newly Revised*.
13. All **cell phones are to be turned off** during educational and business sessions.

Convention Policies

Smoking policy

In accordance with Canadian Federation of Nurses Unions' policy, we request your cooperation to ensure that this conference is smoke-free – no smoking in the conference office, the plenary sessions, workshops and all areas outside these rooms. Smoking is only permitted where indicated. Thank you.

Recycling policy

At the conclusion of the conference, deposit your delegate badge in the boxes situated near the exits of the plenary room. As well, please make use of the recycling containers provided by the convention centre.

Scents and perfumes

Please be aware that some members are sensitive to chemicals, including those found in scents, perfumes and aftershaves. For the well-being of your colleagues, please refrain from using scented products during the convention.

Gender-neutral washroom(s)

The CFNU will work with the host convention centre to ensure that there is a minimum of one gender-neutral washroom facility available, and its location will be announced.

Being green – what convention attendees can do

Turn off any lights, TV, air conditioner or heater when you leave your hotel room for the day.

Recycle your waste: bottles, cans, paper, etc.

Bring your own pen and pencil.

Do your sightseeing by foot or public transportation.

Collect business cards of presenters and have them e-mail reports and other information rather than collecting printed handouts.

Audio/videtape and photography consent

Portions of the CFNU 2023 Biennial Convention will be recorded and photographed and may be made available on the Internet. Photographs may be used in CFNU publications and promotional materials. Your attendance at the CFNU 2023 Biennial Convention constitutes your consent to potential inclusion in these various media.

Thank you for your cooperation.

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Bread and Roses Award history



At the 1993 Canadian Federation of Nurses Unions (CFNU) Convention, delegates approved a resolution directing the CFNU to “establish a national award to be presented on a yearly basis to a CFNU member who is contributing or has actively contributed to unionism on a provincial and/or national basis.”

Criteria were developed and application forms were circulated, asking candidates to describe their backgrounds in local, provincial and national activities. Nominations are received by the CFNU office according to established deadlines.

The CFNU Board could find no more fitting title for this award than the *Bread and Roses Award*. “Bread and Roses” is an old labour song which was put to music by Carolyn Kohlsaet and written by James Opperheim. The song was derived from a song by an Italian-American writer, Arturo Giovannitti, titled “Pan-e-Rose” which was used by the International Ladies Garment Workers’ Union. “Bread and Roses” has a long and prestigious history.

In 1912, in Lawrence, Massachusetts, predominantly women workers struck the textile mills for ten weeks to improve their wages and working conditions. They were members of the International Workers of the World. Our award’s inspiration is found in the song’s lyrics that pay tribute to these women.

The song is speaking to the need for recognition of self and accomplishment, and to the dignity of each and every human being:
“Yes, it is Bread we fight for – but we fight for Roses too!”

The last verse is the most meaningful of all.
**“As we come marching, marching,
we’re standing proud and tall.
The rising of the women means the rising of us
all. No more the drudge and idler –
ten that toil where one reposes,
but a sharing of life’s glories:
Bread and Roses! Bread and Roses!”**

The award was created by Vancouver glass artist John Nutter, who had been inspired by the stained-glass windows of the Notre Dame Cathedral in St. Boniface.

The award represents the way in which we, as women and men, operate in a Union, which is in a circle of cooperation and collaboration with mutual respect and respect for the circle of life and each person’s contributions to the whole. Thus, the award is circular and sits on a base of yew wood. Yew is a tribute to the healing arts. Many anti-cancer drugs are derived from yew wood. The use of the natural wood contrasts with the glossiness of the award.

There are two glass panels separated by a one-half-inch space but yet overlapped. One panel has sheaves of wheat on it, symbolizing Bread; the other has Roses. Speaking to the need for both these elements in our lives, the link was formed in the overlap of equal parts of both symbols.

Congratulations to the winners from the members of the Canadian Federation of Nurses Unions!