

# CONVENTION

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CANADIAN FEDERATION  
OF NURSES UNIONS



# Convention

## Agenda

Niagara Falls Convention Centre  
6815 Stanley Avenue  
Niagara Falls, ON L2G 3Y9

### Monday June 2, 2025 – Registration Day

- 2:30 pm – 4:30 pm **Healthy Walk, start from Niagara Falls Convention Centre – lobby**  
Bring your walking shoes and join President Linda Silas and the National Executive Board – guaranteed fun!
- 4:30 pm – 7:00 pm **Registration, Niagara Falls Convention Centre – lobby**
- 7:00 pm – 10:00 pm **Opening reception, Niagara Falls Convention Centre – Exhibit Hall C**  
Cash bar

Hosted by ONA





# Convention

## Tuesday June 3, 2025 – Education Day 1

5:00 am	Sunrise Ceremony (time and location TBC)
7:00 am – 8:30 am	<b>Registration</b>  Note: If you are already registered, please proceed to the Niagara Falls Convention Centre Exhibit Hall for a plenary session.
8:30 am – 10:15 am	Indigenous welcome  Indigenous Health Panel – <b>Beyond Equity: Taking Action to Address Indigenous-Specific Racism in Nursing</b>
10:15 am – 10:45 am	Networking break – Convention Centre foyer
10:45 am – 11:30 am	<b>Working towards an apology on behalf of Canada’s nurses</b>
11:30 am – 1:00 pm	Free time for lunch
1:00 pm – 2:30 pm	Workshops
2:30 pm – 3:00 pm	Networking break – Convention Centre foyer and 2 <sup>nd</sup> floor pre-function space
3:00 pm – 4:30 pm	Workshops (continued)
4:30 pm	Adjournment of workshop sessions
6:00 pm	<b>Fun Night</b> (pre-registration needed)

Workshops – Day 1	Rooms
<b>Workshop #1: The Other Wet Floor: psychological and emotional occupational wellness for helping and caring professions</b>	Exhibit Hall A/B
<b>Workshop #2: Retirement – the next chapter: a practical guide</b>	Fallsview Theatre
<b>Workshop #3: Yoga and dispute resolution</b>	Exhibit Hall C
<b>Workshop #4: Embracing professional inclusion: fostering diversity and equity in health care</b>	Ballroom A
<b>Workshop #5: Nurse-patient ratios: balancing care for better outcomes</b>	Ballroom D
<b>Workshop #6: The social determinants of health tour</b>	Bus Tour
<b>Workshop #7: Climate change and health: implications for nursing and health care practice</b>	201-202
<b>Workshop #8: Getting your message heard in the political world</b>	207-208
<b>Workshop #9: Emotional intelligence in health care</b>	Ballroom C
<b>Workshop #10: Understanding the migrant worker experience: a health care perspective</b>	Ballroom B
<b>Workshop #11: Truth &amp; Reconciliation: the Blanket Exercise</b>	The Lounge

# Convention

## Wednesday June 4, 2025 – Education Day 2

7:00 am – 8:30 am **Registration**

Note: If you are already registered, please proceed to the Niagara Falls Convention Centre Exhibit Hall for a plenary session.

8:30 am – 9:15 am Plenary speaker – **Dr. Zayna Khayat**

09:15 am – 10:00 am Networking break – Convention Centre foyer

10:00 am – 11:30 am Artificial Intelligence Panel – **AI Health: Today & Tomorrow**

11:30 am – 1:00 pm Free time for lunch

1:00 pm – 2:30 pm Workshops

2:30 pm – 3:00 pm Networking break – Convention Centre foyer and 2<sup>nd</sup> floor pre-function space

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

4:30 pm Adjournment of workshop sessions

### Free Night

Workshops – Day 2	Rooms
<b>Workshop #1: The Other Wet Floor: psychological and emotional occupational wellness for helping and caring professions</b>	Ballroom D
<b>Workshop #2: Retirement – the next chapter: a practical guide</b>	Fallsview Theatre
<b>Workshop #3: Yoga and dispute resolution</b>	Exhibit Hall C
<b>Workshop #4: Embracing professional inclusion: fostering diversity and equity in health care</b>	Ballroom A
<b>Workshop #5: Nurse-patient ratios: balancing care for better outcomes</b>	Exhibit Hall A/B
<b>Workshop #6: The social determinants of health tour</b>	Bus Tour
<b>Workshop #7: Climate change and health: implications for nursing and health care practice</b>	201-202
<b>Workshop #8: Getting your message heard in the political world</b>	207-208
<b>Workshop #9: Emotional intelligence in health care</b>	Ballroom C
<b>Workshop #10: Understanding the migrant worker experience: a health care perspective</b>	Ballroom B
<b>Workshop #11: Truth &amp; Reconciliation: the Blanket Exercise</b>	The Lounge



# Convention

## Thursday June 5, 2025 – Business Day 1

7:00 am – 8:30 am	<b>Registration</b> Note: If you are already registered, please proceed to the Niagara Falls Convention Centre Exhibit Hall for a plenary session.
8:30 am – 9:30 am	<b>Call to order</b> <ul style="list-style-type: none"><li>• O Canada</li><li>• Announcements</li><li>• Welcome from host province – Erin Ariss, President, Ontario Nurses' Association</li></ul> <b>Business items</b> <ul style="list-style-type: none"><li>• Roll call</li><li>• Adoption of agenda</li><li>• Approval of rules and privileges</li><li>• Credentials report and appointment of scrutineers</li><li>• Introductions: CFNU National Executive Board, staff and guests</li></ul>
9:30 am – 10:15 am	<b>President's address – Linda Silas, CFNU President</b>
10:15 am – 10:45 am	Networking break
10:45 am – 11:45 am	<b>Open forum with CFNU's NEB</b>
11:45 am – 1:00 pm	Free time for lunch
12:00 pm	Deadline for emergency resolutions
1:00 pm – 1:15 pm	Kathleen Connors tribute
1:15 pm – 1:30 pm	International greetings
1:30 pm – 2:00 pm	<b>Secretary-Treasurer's report – Angela Preocanin, Secretary-Treasurer</b>
2:00 pm – 3:00 pm	Constitution Committee report <ul style="list-style-type: none"><li>• Tracy Zambory, Chair of Constitution Committee</li></ul>
3:00 pm – 3:30 pm	Networking break
3:30 pm – 4:30 pm	<b>Presentation of the 2024 and 2025 Bread &amp; Roses Awards</b>
4:30 pm	Adjournment
6:00 pm – 6:30 pm	Cash bar reception, NFCC Exhibit Hall C
6:30 pm – 12:00 am	<b>CFNU Banquet</b> , NFCC Exhibit Hall C



# Convention

## Friday June 6, 2025 – Business Day 2

8:00 am – 8:30 am     **Registration**

Note: If you are already registered, please proceed to the Niagara Falls Convention Centre Exhibit Hall for a plenary session.

8:30 am – 8:45 am     **Call to order**

- Announcements

8:45 am – 9:30 am     Pledge signature

9:30 am – 9:45 am     Throat singers

9:45 am – 10:00 am   Nominations Committee report

- Janet Hazelton, Chair of Nominations Committee

10:00 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 – 2:30 pm     Resolutions (continued)

2:30 pm – 3:00 pm     **Speaker – Geneviève Côté**

3:00 pm – 3:30 pm     Resolutions (continued)

3:30 pm – 4:00 pm     New business

- President's closing remarks

4:00 pm                 Adjournment

## Thank You!



## Indigenous Health Panel – Beyond Equity: Taking Action to Address Indigenous-Specific Racism in Nursing



**Dr. Alika Lafontaine**

Dr. Alika Lafontaine is an award-winning physician, social innovator and the first Indigenous physician listed by the *Medical Post* as one of Canada's 50 Most Powerful Doctors. Grounded in a mixed Indigenous ancestry of Metis, Oji-Cree and Pacific Islander, Dr. Lafontaine has been at the epicentre of health care transformation for more than 20 years. He is a recipient of Canada's Top 40 Under 40, Maclean's top Health Care Innovator for 2023, and the youngest recipient of an Indspire Award.

In 2022, Dr. Lafontaine became the first Indigenous and youngest physician to lead the Canadian Medical Association in its 154-year history. That year, the Canadian Medical Association played a key advocacy role in securing the largest nominal federal investment in health care since 2004, breakthrough advances in physician credential recognition, and renewing commitments to national collaboration in managing health data and health human resources. Dr. Lafontaine also led the internal reconciliation process for the Canadian Medical Association apologizing for its role, and the role of the medical profession, in past and ongoing harms to First Nations, Inuit and Metis Peoples in the health system. On September 18, 2024, the CMA delivered this apology in an event which received positive national and international recognition.

Dr. Lafontaine continues to write and speak on the politics of health care, implementing and scaling equity, redesigning health systems and effective advocacy. He also continues to practice Anesthesiology in Northern Alberta and support the CMA in its Indigenous ReconciliACTION Plan as its founding Indigenous Advisor in Residence.



**Dawn GooGoo** is a Mi'kmaw woman, registered nurse, wife, mother, sister and friend. Her community is [We'koqma'q First Nation](#), a small Mikmaw community in U'nama'kik (Cape Breton). Dawn is also a veteran who served in the Canadian Armed Forces for 14 years as a med tech. She graduated nursing from St. Francis Xavier University in 2014. She has always had a passion for helping others succeed and has mentored many students in the nursing program. Through her career, she realized the need to increase knowledge about Indigenous cultures in the health professions and its institutions, as well as the great need for more Indigenous nurses. She has completed her Master of Nursing and is now working towards supporting the newly established Office of L'nu Nursing Office. This office is operated by the Mi'kmaw people in partnership with the school of nursing in Mi'kma'ki (Nova Scotia). The Office of L'nu Nursing works to increase the number of Mi'kmaq and Indigenous nurses in Mi'kma'ki by advocating for the removal of barriers in nursing education and supporting the inclusion of traditional Mi'kmaw knowledge, values and teachings alongside modern nursing practices. This effort aims to improve health care services and outcomes for Mi'kmaq and Indigenous Peoples in Nova Scotia.

# Convention



**Kerri Nuku** is an Indigenous nursing leader who whakapapas to Ngāti Kahungunu and Nai Tai iwi (tribes).

Kerri is a registered nurse and midwife and has worked across primary, community and hospital-based nursing. Throughout her life and career, Kerri represents and advocates for the rights and aspirations of Māori and Indigenous nurses and health professionals throughout Aotearoa New Zealand and on the global stage. She develops and maintains relationships across Indigenous networks and is a skilled strategist, thinker and advocate for human rights, Indigenous, women's and workers' rights.

Kerri is currently the Kaiwhakahaere at Tōpūtanga Tapuhi Kaitiaki o Aotearoa – New Zealand Nurses Organisation. She is also a member of the International Council of Nurses, Audit and Risk Committee, Co-chair of the Iwi Maori Partnership Board for Te Aka Whai Ora and an Honorary Member of Tōpūtanga Tapuhi Kaitiaki o Aotearoa (NZNO).

Kerri's national and international accomplishments have seen her present interventions at the United Nations Permanent Forum on Indigenous Issues at the United Nations in New York, protecting the freedoms and rights of Indigenous Peoples. Kerri is a recipient of the prestigious International Human Rights and Nursing Award from the University of Exeter, UK, and is recognised as one of 100 Māori Leaders.



**Candi DeSousa** is Lheidli T'enneh, with ancestral roots in the lands at the junction of the Nechako and Fraser Rivers, in what is now colonially known as Prince George. She holds deep gratitude for her ancestors, whose stewardship of the land continues to sustain her people today.

Candi graduated from the University College of the Cariboo, now Thompson Rivers University, and has been a nurse for over 20 years. Her journey began in an isolated rural community, leading her through the fast-paced emergency departments of Kamloops and Kelowna before bringing her home to a small rural ER near Snpink'tn (Penticton).

Today Candi DeSousa represents nurses across the Okanagan Similkameen Region of BC. Advocacy is at the heart of her work, driven by a deep commitment to human rights and social justice. She has been involved with BCNU since 2005 and strongly believes that nurses' unions are a formidable force for any level of government.

Candi believes in a new path forward Indigenous Peoples in health care – one where traditional medicine and ceremonies are welcomed alongside the existing colonial system, ensuring that Indigenous Peoples receive care free from systemic racism.



## Artificial intelligence panel – AI Health: Today & Tomorrow



**Dr. Zayna Khayat** is an applied health futurist. She is adjunct faculty in the Health Sector Strategy stream at the Rotman School of Management at the University of Toronto. Zayna is the in-house health futurist with Deloitte Canada's Healthcare practice, and she advises various health technology companies. Zayna previously led the Futures team with national home health care and aging social enterprise, SE Health, as their Future Strategist. Dr. Khayat was previously the lead of health system innovation at MaRS Discovery District, a health innovation hub in Toronto.

In 2017 she was seconded to the Reshape Innovation Centre at Radboud University medical centre in the Netherlands. Zayna completed her Ph.D. in diabetes research from the University of Toronto (2001), followed by a career in strategy consulting, including as a principal in the health care practice of the Boston Consulting Group. She currently resides in Toronto with her husband and three children and is proficient in French and Arabic languages (and a bit of Dutch!).



**Dr. Muhammad Mamdani** is Vice President of Data Science and Advanced Analytics at Unity Health Toronto and Director of the University of Toronto Temerty Faculty of Medicine Centre for Artificial Intelligence Research and Education in Medicine (T-CAIREM). Dr. Mamdani's team bridges advanced analytics, including machine learning with clinical and management decision making to improve patient outcomes and hospital efficiency.

In 2024, Dr. Mamdani's team received the national Solventum Health Care Innovation Team Award by the Canadian College of Health Leaders. Previously, Dr. Mamdani was named among Canada's Top 40 Under 40. He has published over 500 studies in peer-reviewed medical journals.

Dr. Mamdani obtained a Doctor of Pharmacy degree from the University of Michigan (Ann Arbor), and completed a fellowship in Pharmacoeconomics and outcomes research at the Detroit Medical Center. During his fellowship, Dr. Mamdani obtained a Master of Arts degree in Economics from Wayne State University with a concentration in econometric theory. He then completed a Master of Public Health degree from Harvard University with a concentration in quantitative methods.



**Christopher Nielsen** is the Director of Education at National Nurses United, the largest and fastest-growing union of registered nurses in the United States. He also helps coordinate NNU's strategic response to artificial intelligence, gig work platforms and other data-driven technologies through research and education, collective bargaining and public policy. Over the last decade, Chris has led the development of innovative member and public education programs to support union nurses' efforts to build power and advance their fight for workplace democracy, universal health care and social justice.

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**Tracie Risling, RN, PhD**, is the Associate Dean Innovation in the Faculty of Nursing at the University of Calgary, the President-Elect of the Canadian Nurses Association and the Past-President of the Canadian Nursing Informatics Association. With a practice background in pediatric and public health nursing, Dr. Risling currently leads a program of health informatics research, including study on artificial intelligence, social media and misinformation, co-design, and the use of text messaging for wellness support. She is a passionate advocate for increased nursing engagement in the development, use and evaluation of digital health solutions, which is reflected in her work with the Doctor of Nursing program at the University of Calgary.

## Speakers



### **Geneviève Côté**

Born in Montreal, Geneviève has had a passion for voices and sounds since birth, inspired by Looney Toons, Bart Simpson, her idols Celine Dion, Madonna and many others. She was immediately won over and inspired by the actor-humorist and noisemaker Michael Winslow (Police Academy). She began imitating every sound in the world, from the creak of a door to a bottle of window cleaner, to the sound effects of her favourite Atari video game.

Finalist on Canada's Got Talent Season 2 and Howie Mandel's Golden Buzzer, Geneviève Côté is more than a noise maker – she's a phenomenon!

Her Canadian Golden Buzzer, which has gone viral worldwide, has generated over 1 million views in just a few days, and now boasts billions of views across the planet on various platforms. This led to her participation in France's Got Talent (Europe) where she was awarded a second Golden Buzzer by the star host Karine Le Marchand.



# Convention

## 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 22<sup>nd</sup> Biennial Convention can be reached through the CFNU Convention office between 8:00 am and 5:00 pm.



# Convention

## 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.





# Convention

## 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

## 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/videotape and photography consent

Portions of the CFNU 2025 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 2025 Biennial Convention constitutes your consent to potential inclusion in these various media.



# Convention

## 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 Kohlsaas and written by James Oppenheim. 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 Industrial 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!**