



Agenda



1. Agenda
2. Plenary Session Panels
3. Keynote Speakers



June 3 – Registration June 4 & 5 – Education June 6 & 7 – Business

Fredericton Convention Centre (FCC)

Monday, June 3, 2019 – Registration Day

- 2:30 pm – 4:30 pm **Healthy Walk – Start from FCC - Conference Office (Queen Street entrance)**
Bring your walking shoes and join President Linda Silas & the National Executive Board – guaranteed fun!
- 4:30 pm - 7:00 pm **Registration, FCC – Conference Office**
- 7:00 pm - 10:00 pm **Opening Reception, FCC – Pointe Sainte-Anne**
With welcome from Hassan Yussuff, CLC President
Cash Bar

Hosted by NBNU



New Brunswick
Nurses Union

**Syndicat des
infirmières et infirmiers**
du Nouveau-Brunswick

Tuesday, June 4, 2019 – Education Day 1

7:00 am – 8:30 am	Registration
	Note: If you are already registered, please proceed to FCC – Pointe Saine-Anne for a plenary session.
8:30 am – 9:45 am	Plenary Session – Climate Change and Health – FCC Pointe Sainte-Anne <ul style="list-style-type: none"> • Dr. Courtney Howard, Canadian Association of Physician for the Environment • Wanda Martin, College of Nursing, University of Saskatchewan
9:45 am – 10:15 am	Networking Break, Pointe Sainte-Anne Atrium
10:15 am	Workshops
11:45 am – 1:15 pm	Free Time for Lunch
	Activity on No to Violence #Notpartofthejob – TBC
2:45 pm – 3:00 pm	Networking Break, Pointe Sainte-Anne Atrium, Crowne Plaza Foyers, Hilton Garden Inn Ground Level
4:30 pm	Adjournment of Workshop Sessions
6:00 pm	Fun Night – Maritime Kitchen Party and King’s Landing Historical Tour/Dinner by NBNU (Pre-registration needed)

Workshops	Rooms
Workshop #1: Telling Our Stories: The Realities of Violence in Our Workplaces	Crowne Plaza - Garrison
Workshop #2: The Social Determinants of Health Tour	
Workshop #3: The #Unbreakable Nurse: Bouncing Forward, Not Back!	FCC – Pointe Sainte-Anne
Workshop #4: Listen, Explore, Advocate, Discuss – A Global Café on the Determinants of Health	FCC L1 - Nashwaaksis
Workshop #5 Equity and Inclusion in Our Unions	Hilton Garden Inn – Meeting Room
Workshop #6: Current Climate: Public Health Care & Where Pharmacare Fits	FCC L1 – Marysville B
Workshop #7: Looking Back & Moving Forward: Celebrating Nurses as Leaders in the Labour Movement	FCC L1 – Barker’s Point A
Workshop #8: Reconciliation: Truth to Action	FCC L1 - Devon
Workshop #9: So You Want to Retire Someday? A Practical Guide for All Nurses	Crowne Plaza – Jr. Ballroom
Workshop #10: Nursing and Substance Use Disorder	FCC L1 – Marysville A
Workshop #11: Political Activism: Nurses Leading the Way	Crowne Plaza – St. John
Workshop #12: Recognize, Respond, Restore: Using Our Body’s Intuitive Sense as Tools for Communication, Creative Problem Solving and Self Care	Crowne Plaza - Miramichi

Wednesday, June 5, 2019 – Education Day 2

7:00 am – 8:30 am	Registration
	Note: If you are already registered, please proceed to FCC - Pointe Sainte-Anne for a plenary session.
8:30 am – 9:45 am	Plenary Session – Safe Nursing Forecast , FCC – Pointe Sainte-Anne <ul style="list-style-type: none"> • Dr. Linda McGillis Hall, University of Toronto • Prof. Dr. Walter Sermeus, KU Leuven Institute of Healthcare Policy • Phil Ni Sheaghda, Irish Nurses and Midwives Organisation • Judith Kiejda, New South Wales Nurses and Midwives' Association - Moderator
9:45 am – 10:15 am	Networking Break, Pointe Sainte-Anne Atrium
10:15 am	Workshops
11:45 am – 1:15 pm	Free Time for Lunch
2:45 pm – 3:00 pm	Networking Break, Pointe Sainte-Anne Atrium, Crowne Plaza Foyers, Hilton Garden Inn Ground Level
4:30 pm	Adjournment of Workshop Sessions
	Free Night

Workshops	Rooms
Workshop #1: Telling Our Stories: The Realities of Violence in Our Workplaces	Crowne Plaza - Garrison
Workshop #2: The Social Determinants of Health Tour	
Workshop #3: The #Unbreakable Nurse: Bouncing Forward, Not Back!	Crowne Plaza – Jr. Ballroom
Workshop #4: Listen, Explore, Advocate, Discuss – A Global Café on the Determinants of Health	FCC L1 - Nashwaaksis
Workshop #5: Equity and Inclusion in Our Unions	Hilton Garden Inn – Meeting Room
Workshop #6: Current Climate: Public Health Care & Where Pharmacare Fits	FCC L1 – Marysville B
Workshop #7: Looking Back & Moving Forward: Celebrating Nurses as Leaders in the Labour Movement	FCC L1 – Barker's Point A
Workshop #8: Reconciliation: Truth to Action	FCC L1 - Devon
Workshop #9: So You Want to Retire Someday? A Practical Guide for All Nurses	FCC – Pointe Sainte-Anne
Workshop #10: Nursing and Substance Use Disorder	FCC L1 – Marysville A
Workshop #11: Political Activism: Nurses Leading the Way	Crowne Plaza – St. John
Workshop #12: Recognize, Respond, Restore: Using Our Body's Intuitive Sense as Tools for Communication, Creative Problem Solving and Self Care	Crowne Plaza - Miramichi



Thursday, June 6, 2019 – Business Day 1

7:00 am – 8:30 am	Registration Note to all voting delegates: Please register with your National Officer. Non-voting delegates are not required to register.
8:30 am – 9:30 am	Call to Order, FCC – Pointe Sainte-Anne <ul style="list-style-type: none">• Indigenous Welcome• O Canada• Announcements• Welcome from Host Province – Paula Doucet, President, New Brunswick Nurses Union Business Items: <ul style="list-style-type: none">• 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, CFNU
10:15 am – 10:45 am	Networking Break, Pointe Sainte-Anne Atrium
10:45 am – 12:00 pm	President’s Report/The Game Changers: CFNU’s NEB
12:00 pm – 1:30 pm	Free Time for Lunch
12:00 pm	Deadline for Emergency Resolutions
1:30 pm – 1:50 pm	CFNU History Project Launch
1:50 pm – 2:10 pm	Equity and Inclusion Toolkit Launch
2:10 pm – 2:45 pm	International Solidarity Fund Committee Report <ul style="list-style-type: none">• Janet Hazelton, Nova Scotia Nurses’ Union; Cathryn Hoy, Ontario Nurses’ Association; Phetsile Mamba, Swaziland Nurses Association
2:45 pm – 3:15 pm	Constitution Committee Report <ul style="list-style-type: none">• Debbie Forward, Chair of Constitution Committee
3:15 pm – 3:30 pm	Networking Break, Pointe Sainte-Anne Atrium
3:30 pm – 4:15 pm	Presentation of the 2018 & 2019 Bread & Roses Awards
4:15 pm	Adjournment
6:00 pm – 6:30 pm	Cash Bar Reception, University of New Brunswick – Currie Centre
6:30 pm – 1:00 am	CFNU Banquet, University of New Brunswick – Currie Centre



Friday June 7, 2019 - Business Day 2

8:00 am – 8:30 am	Registration Note to all voting delegates: Please register with your National Officer. Non-voting delegates are not required to register.
8:30 am – 8:45 am	Call to Order, FCC – Pointe Sainte-Anne <ul style="list-style-type: none">• Announcements
8:45 am – 9:30 am	Secretary-Treasurer’s Report – Pauline Worsfold, Secretary-Treasurer, CFNU
9:30 am – 10:00 am	Federal Election Campaign Launch
10:00 am – 11:15 am	Resolutions Committee Report <ul style="list-style-type: none">• Janet Hazelton, Chair of Resolutions Committee• Resolutions
11:15 am – 11:30 am	Prep for Rally, Pointe Sainte-Anne Atrium
11:30 am – 1:00 pm	Networking Break and Rally with Lunch Provided (Choose Care, Not Cuts)
1:00 pm – 2:00 pm	Speaker – Andrew Au – Digital Transformation for Canadian Healthcare and the Future of Precision Medicine
2:00 pm – 3:10 pm	Resolutions (continuation)
3:10 pm – 3:30 pm	Networking Break, Pointe Sainte-Anne Atrium
3:30 pm – 4:30 pm	New Business <ul style="list-style-type: none">• Nominations Committee Report – Janet Hazelton, Chair• President’s Closing Remarks
4:30 pm	Adjournment

Thank You



Plenary Session: Nursing and Climate Change

June 4, 2019



Dr. Courtney Howard is an Emergency Physician in Yellowknife, in Canada's subarctic and board president of the Canadian Association of Physicians for the Environment. She was the first author on the 2017 and 2018 Lancet Countdown on Health and Climate Change Briefing for Canadian Policymakers as well as being the 2018 International Policy Director for the Lancet Countdown.

In the pursuit of improved planetary health Dr Howard has done research on the health and environmental impacts of menstrual cups, as well as into the respiratory and wellness impacts of Yellowknife's severe 2014 wildfire season. She has been involved in work on active transport, plant-rich diets, integrating health impact assessments into environmental assessments, carbon pricing, coal phase-out, and the health impacts of fracking. She has two young daughters and loves to dance.



Wanda Martin is an Assistant Professor in the College of Nursing, University of Saskatchewan. Her research is in community food security, health effects of climate change, and health equity, specifically looking at local food systems and urban agriculture.

Plenary Session: Better Forecasting Nursing Staff

June 5, 2019



Linda McGillis Hall is a Professor in the Lawrence S. Bloomberg Faculty of Nursing, University of Toronto. She is a recognized leader in nursing health services and systems research and is the first Canadian nurse to be inducted as an American Academy of Nursing International Fellow (2007), is the inaugural recipient of the Canadian Nurses Association Order of Merit for Nursing Research (2008), was inducted as a Fellow of the Canadian Academy of Health Sciences (2010), and a Fellow of the Canadian Nurse Educator Institute in 2018.

Her research program focuses on health human resources, the nursing work environment and how these influence nurse and patient outcomes. Her current work is focused on the relationship between nurse staffing and hospital performance and the integration of newly graduated nurses into practice environments in Canada.



Walter Sermeus is professor of healthcare management, Leuven Institute for Healthcare Policy, University of Leuven KU Leuven, Belgium. He holds a PhD in Public Health, a MSc in Biostatistics, a MSc in Healthcare Management and a BA in Nursing. He is Program Director of the Master in Health Care Policy & Management and Head of KU Leuven WHO Collaboration Centre on Human Resources in Health Research & Policy.

He is Senior Fellow to the Center for Health Outcomes and Policy Research at the University of Pennsylvania School, USA, Fellow of the European Academy of Nursing Science, Fellow of the American Academy of Nursing, Fellow of the Belgian Royal Academy of Medicine, Fellow of the Royal Society of Medicine, UK and the European coordinator of the EU RN4CAST-network, Nurse Forecasting in Europe.



Originally from Ventry, County Kerry, **Phil Ni Sheaghdha** is an Irish speaker as Irish is her first language. Phil trained in Jervis St Hospital Dublin and specialised in intensive care nursing in Kingston Hospital London. She worked in Ireland, the UK, Australia and the USA as an ICU Nurse.

She joined the Irish Nurses and Midwives Organisation as a full time official in 1998 and completed an MA in Industrial Relations and Trade Union Studies in 2007. She was appointed as Director of Industrial Relations in the INMO in 2008. In January 2018, Phil was appointed General Secretary of the INMO.

She leads the INMO negotiating team on national public service agreement processes. She is a member of the Executive Council of ICTU and represents the INMO, and its members nationally and internationally.



Judith Kiejda is a Registered Nurse and Midwife and she holds a Bachelor of Nursing and a Graduate Certificate in Health Science Education.

Judith joined the New South Wales Nurses and Midwives' Association as an organiser in 1994 and has held a number of positions within the Association before being elected to the position of Assistant General Secretary in June 2003 and was re-elected unopposed in 2007, 2011 and 2015.

Judith is also a Vice-President of the Australian Council of Trade Unions (ACTU) and President of Unions NSW and is a member of the Executive Committees of both organisations. Judith also represents the Oceania region of the Asia Pacific on the Executive Board and World Women's Committee of Public Services International which is the global union federation for public sector trade unions as well as an Executive Committee member of Global Nurses United.



Speakers

Andrew Au



When companies like Microsoft, FedEx, and 3M want to accelerate their digital transformation journey, they call Andrew Au. Digital technology has set a new equilibrium for organizations — from how they engage their customers to how they motivate their employees to how they innovate their products and services. This is where Andrew excels — he brings both substance and style to navigating disruption and future-proofing organizations, powered by big data and transformative ideas. Your audience will leave enlightened and eager to drive change.

Referred to by Forbes as a “millennial expert”, Andrew Au is a modern business leader who helps global blue-chip brands respond to the new culture and nature of work. Through his innovative work, he was the youngest person to be inducted into the Entrepreneurs Organization at the age of 22. Andrew is among

the few Canadians to be named to Forbes’ 30 Under 30 list and has received over 35 domestic and international awards for business innovation and thought leadership.

Andrew offers dynamic keynotes, interactive workshops and custom research studies for a diverse set of organizations including Microsoft, Avison Young, Sun Life Financial, Harley Davidson, Intuit and a wide variety of trade associations. He shares his dynamic perspectives on leadership and emerging technology trends in the media, podcasts and on stages around the world.

Andrew is the co-founder of INTERCEPT, a strategic management consultancy based in Toronto and Boston. Andrew is also the President of SCOPIUM AI, a healthcare start-up developing a patented cognitive platform focused on improving patient care and reducing medical costs using artificial intelligence.

Hassan Yussuff



Hassan Yussuff was elected president of the Canadian Labour Congress in May 2014, becoming the first person of colour to lead Canada's labour movement. Delegates voted for change and powerful activism to confront the challenges facing unions across the country.

Since his election, Hassan has led Canada's unions to a number of significant victories. It was under his leadership, for example, that the CLC launched an unprecedented and innovative digital and community-based campaign that put labour's issues front and centre in the 2015 federal election, and helped defeat the Conservatives.

At the heart of the CLC's federal election campaign was the call for a stronger Canada Pension Plan, a struggle that has been Hassan's passion for almost a decade. After the election, the CLC redoubled its retirement security campaign efforts, while Hassan worked with the new federal government and with provincial and territorial leaders to gain their support. That campaign and lobby work led to victory in November 2016 with the tabling of Bill C-26, legislation that expanded the CPP for the first time in its history.

Making workplaces and public spaces safer has been another key priority for Hassan. He was exposed to asbestos as a mechanic in his early working life, and as a union activist learned that asbestos-related diseases are the number one cause of workplace-related deaths in Canada. As CLC President, Hassan campaigned hard for a comprehensive ban on asbestos, a ban we won in December 2016.

As well as his work in Canada, Hassan is a prominent international activist. In 2016, he was elected for a second term as president of the Trade Union Confederation of the Americas, an organization uniting 56 national organizations representing more than 60 million workers in 23 countries.

Determined to build a better world for future generations, Hassan is committed to the fight against climate change and to ensuring a just and fair transition for the workers and communities affected by the evolution to a green economy.



About Convention

Statement on Harassment

The Canadian Federation of Nurses Unions endeavours to provide a supportive working and learning environment that gives an equal opportunity to all participants. Such an atmosphere must be based on mutual respect.

The Canadian Federation of Nurses Unions will neither tolerate nor condone behaviour that is likely to undermine the dignity or self-esteem of an individual or create an intimidating, hostile or offensive environment. Sexual, racial and other forms of harassment all contribute to creating a hostile environment, which will not be tolerated.

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 representatives in the first instance.

Your designated representatives for the CFNU 19th Biennial Convention can be reached through the CFNU Convention office between 8:00 am and 5:00 pm.



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.



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 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.



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. No smoking permitted during educational and business sessions.
14. All **cell phones are to be turned off** during educational & 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.

Being Green – What Convention Attendees Can Do

If possible, choose to stay in an eco-rated hotel.

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 2019 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 2019 Biennial Convention constitutes your consent to potential inclusion in these various media.

Thank you for your cooperation.

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!