

YOUR POWER YOUR FIGHT YOUR UNION



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Delegate Booklet



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LAND Acknowledgement AND

The 2025 Triennial NUPGE Convention will take place on the traditional and unceded territories of the Wolastoqiyik, and land stewarded by the Wabanaki Confederacy, created by the Mi'kmaq, Passamaquoddy, Penobscot, Abenaki, and Wolastoqiyik peoples.

Just north of the convention center is Sitansisk Wolastoqiyik (St. Mary's First Nation). We are grateful to Sakom (Chief) Allan Polchies Jr., for opening our convention, and to the multiple artists from Sitansisk who created the art attendees will find in their delegate kits. We commit to ensuring Indigenous leadership is visible and supported in this space, not as a gesture, but as a practice of return—beginning with reciprocity for local Indigenous communities. We recognize the National Union's privilege of crossing provincial and territorial borders freely to host delegates from coast to coast stems from centuries of harm and crime against Indigenous peoples. We dedicate ourselves, as a union, to move forward reconciliation beyond the moment of this convention.

ANTHEM

National

ANTHEM

O Canada!
Our home and native land!
True patriot love in all of us command.
With glowing hearts we see thee rise,
The True North strong and free!
From far and wide,
O Canada,
We stand on guard for thee.
God keep our land
Glorious and free!
O Canada,
We stand on guard for thee.

SOLIDARITY FOREVER

When the Union's Inspiration through the worker's blood shall run,
There can be no power greater anywhere beneath the sun.
Yet, what force on earth is weaker than the feeble strength of one?
But, the union makes us strong.

Chorus

Solidarity Forever!
Solidarity Forever!
Solidarity Forever!
For the Union makes us strong.

They have taken untold millions that they never toiled to earn,
But without our brain and muscle not a single wheel could turn.
We can break their haughty power, gain our freedom when we learn,
That the union makes us strong.

Chorus

In our hands is placed a power greater than their hoarded gold,
Greater than the might of armies magnified a thousand fold,
We can bring to birth a new world from the ashes of the old.
For the Union makes us strong.

Chorus

Oh, the women of the Union, they have just begun to fight,
They have learned of women's issues; they have learned of women's rights.
They're prepared to fight for freedom.
They're prepared to stand their ground.
Women make the Union strong.

Chorus

When racism in all of us is finally out and gone,
Then the Union movement will be twice as powerful and strong,
For equality for everyone will move the cause along.
For the Union makes us strong.

Chorus

Through our sisters and our brothers we can make our Union strong,
For respect and equal value we have done without too long.
We no longer have to tolerate injustices and wrongs.
Yes, the Union makes us strong.

bread & ROSES

As we go marching, marching in the beauty of the day,
A million darkened kitchens, a thousand mill lofts gray,
Are touched with all the radiance that a sudden sun discloses,
For the people hear us singing: "Bread and roses! Bread and roses!"

As we go marching, marching, we battle too for men,
For they are women's children, and we mother them again.
Our lives shall not be sweated from birth until life closes;
Hearts starve as well as bodies; give us bread but give us roses!

As we go marching, marching, unnumbered women dead
Go crying through our singing their ancient cry for bread.
Small art and love and beauty their drudging spirits knew.
Yes, it is bread we fight for – but we fight for roses, too!

As we go marching, marching, we bring the greater days.
The rising of the women means the rising of the race.
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!

Words: James Oppenheimer

Music: Caroline Kohsleet

RULES of order

Article VIII, Section 18, of the Constitution of the National Union of Public and General Employees outlines the rules of order of business to be followed at Convention. The rules are included here for your ready reference:

The rules of order of business governing Conventions shall be:

1. The President, or in his/her absence or at his/her request, the Secretary- Treasurer or an Officer of the National Union shall take the chair at the time specified, at all Regular and Special Conventions. In the absence of both the President and his/her designated representative, a Chairperson shall be chosen by the Convention.
2. No question of a sectarian character shall be discussed.
3. When a delegate wishes to speak, he/she shall proceed to one of the microphones provided for that purpose. When recognized by the Chairperson he/she shall give his/her name and the organization he/she represents and shall confine his/her remarks to the question at issue.
4. Speeches shall be limited to five (5) minutes except in moving a resolution, when the delegates shall be allowed ten (10) minutes.
5. A delegate shall not speak more than once upon a subject until all who wish to speak have had an opportunity to do so.
6. A delegate shall not interrupt another except if it be to call a point of order.
7. If a delegate be called to order he/she shall, at the request of the Chairperson, take his/her seat until the question of order has been decided.
8. Should a delegate persist in unparliamentary conduct, the Chairperson will be compelled to name him/her and submit his/her conduct to the judgement of the Convention. In such a case the delegate whose conduct is in question should explain and then withdraw, and the Convention will determine what course to pursue in the matter.

9. When a question is put, the Chairperson, after announcing the question, shall ask:
10. "Are you ready for the question?" If no delegate wishes to speak, the question shall be put.
11. Questions may be decided by a show of hands, or a standing vote on the basis of one (1) vote per delegate. A roll call vote may be demanded by one-third (1/3) of the delegates present. In a roll call vote each delegate shall be entitled to one (1) vote.
12. Any delegate may appeal the decision of the Chair. The Chairperson shall then put the question thus: "Shall the decision of the Chair be sustained?" The question shall not be debatable except that the delegate appealing may explain his/her reasons for so doing and the Chairperson may make an explanation of his/her decision.
13. The Chairperson shall have the same rights as other delegates to vote on any question. In a case of a tie vote, he/she shall cast the deciding vote.
14. When the previous question is moved, no discussion or amendment of either motion is permitted. If the majority votes that "the question be now put", the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.
15. Committees may combine resolutions or prepare a composite to cover the intent of the question at issue. Reports of Committees are not subject to amendment except such as is acceptable to the Committee, but a motion to refer back to the Committee for reconsideration shall be in order.
16. A delegate shall not move a motion to refer back after he/she has spoken on the question at issue.
17. A motion to refer back is not debatable and when properly seconded the question shall be immediately put to the Convention.
18. If the report of a Committee is adopted it becomes the decision of the Convention. If defeated it may be referred back to the Committee for reconsideration or the subject matter of the report may be dealt with directly by the Convention.
19. When a motion has been moved, no other motion is in order until the motion on the floor has been dealt with, except a motion to refer the original motion, or a motion to table the debate for a set time period. If any of the foregoing motions are negated, it cannot be renewed until after an intermediate proceeding.
20. A motion may be reconsidered provided the mover of the motion to reconsider voted with the majority, and notice of motion is given for reconsideration at the next sitting, and said notice of motion is supported by two-thirds (2/3) of the delegates qualified to vote.
21. The National Executive Board is empowered to establish the hours of Convention.
22. In all matters not regulated by these rules of order, Bourinot's Rules of Order shall govern.

Indigenous Artists

At this convention, NUPGE wants to celebrate the Indigenous history of the region and showcase artists who contribute to the cultural landscape. In your delegate kit, you will find pieces by proud Wolastoqey artists Megan Barnaby and Kirsten Paul.

WOLASTOQIYIK/WƏLASTƏKWIYIK

The Wolastoqiyik/Wəlastəkwiyik are the Indigenous people of the Wolastoq/Wəlastəkw watershed and adjacent areas. Their traditional territory includes lands as well as ocean and fresh waters from the Bay of Fundy to the St. Lawrence River. This large homeland spans parts of New Brunswick, Québec, and Maine, and it predates and transcends the political boundaries that non-Indigenous governments imposed upon this area in recent centuries.

The Wolastoqiyik/Wəlastəkwiyik are sometimes known as “the Maliseet,” a name their Mi’kmaq neighbours gave them that refers to the cadence of the Wolastoqey/Wəlastəkwey language.

MEGAN BARNABY

Megan Barnaby is a Wolastoqey woman, mother, and the artist behind Status Cardz, a small, female-owned Indigenous greeting card business. Status Cardz was created to share and celebrate Wolastoqey culture through original artwork and language. Each card is a small act of storytelling—honouring connection, tradition, and everyday life.

KIRSTEN PAUL

Kirsten Paul is a proud Wolastoqey artist whose work is deeply rooted in her cultural heritage and connection to the land. As a beader, digital artist, and traditional Indigenous crafts person, Kirsten brings forward the beauty and resilience of Wolastoqey traditions through both contemporary and traditional creations. Her artistic practice includes beading, porcupine quillwork, and digital artwork that highlights Indigenous culture, all infused with stories, teachings, and identity.

Kirsten began exploring Indigenous art at the age of 15, developing her skills across a variety of traditional and modern forms. Over the years, she has grown into a respected artist and now leads workshops to pass on her knowledge and inspire others.

Inspired by her community, Kirsten’s work celebrates cultural revitalization and reflects her passion for uplifting Indigenous youth and voices. Through her art, she seeks to preserve and share Wolastoqey knowledge while fostering a strong sense of pride and belonging. In addition to her creative work, Kirsten is actively involved in advocacy and community development, ensuring that her artistic journey is one of both expression and impact.

CODE OF CONDUCT

1. NUPGE is committed to ensuring an inclusive and supportive environment, supportive and working in solidarity with all, regardless of sex, gender, gender identity and expression, sexual orientation, ability, physical appearance, body size, race, ethnicity, age or religious beliefs and background. Board members, members, staff, and management shall, at all times, conduct themselves in an ethical and professional manner. This includes proper use of authority and appropriate decorum.
2. Expected behaviours at in-person and/or virtual events, activities and meetings include that:
 - a. They shall refrain from violent behaviours, harassment, intimidation, retaliation or any form of discrimination and shall treat one another and staff members with respect, co-operation, and a willingness to deal openly on all matters, valuing a diversity of views and opinions, so long as those views and opinions do not infringe on the prohibited grounds of discrimination as outlined in the Canadian Human Rights Act, including race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered;
 - b. They should be considerate, respectful, and collaborative with others;
 - c. They should communicate openly with respect to others, critiquing ideas rather than individuals;
 - d. They be accountable for hurtful comments, regardless of intention;
 - e. They should be mindful of their surroundings and their fellow participants;
 - f. They should respect the rules and policies of the meeting venue, hotels, contracted facility, or any other venue.
7. Unacceptable behavior includes, but is not limited to:
 - a. Verbal or written comments that are not welcome and/or are personally offensive that relate to race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered;
 - b. Violations of federal or provincial laws or actions that could harm the reputation or public image of NUPGE. Danger to the health, safety or well-being of staff, other Board or committee members and/or the general public.
 - c. Board members and members of committees shall ensure that unethical, unprofessional or illegal activities not covered or specifically prohibited by the foregoing, or any other legislation, are neither encouraged nor condoned.
4. An individual who is alleged to have violated this Code of Conduct shall be so informed and will proceed through a survivor-centered process to best remedy the incident including, but not limited, to expulsion.

Notes

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nUPGE
CONVENTION 2025