

Speaking Up!

66TH ANNUAL SFL CONVENTION 2022



Saskatchewan
Federation of Labour

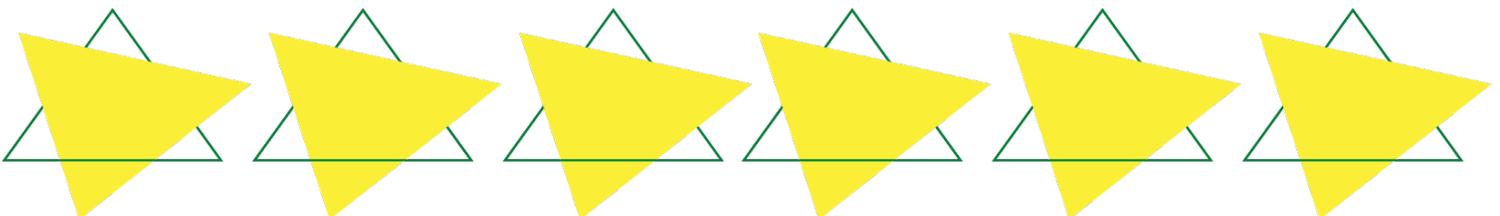
CONVENTION CALL

66th Annual SFL Convention

October 26-28, 2022

Queensbury Convention Centre

Regina, Saskatchewan



The Saskatchewan Federation of Labour represents nearly 100,000 hard working union members across the province, in every sector imaginable. We are proud to invite workers from across the province to attend our annual convention, held in person for the first time since 2019.

The COVID-19 pandemic brought to light just how important workplace health and safety is. Workers caught COVID-19, became sick, and even died as a result of substandard workplace health and safety regulations that failed to protect workers during the worst public health crisis in history. It's clear we must demand better. Workers must speak up for workplace safety and demand action for healthier, safer workplaces.

This year also marks 50 years since Saskatchewan passed the Occupational Health and Safety Act - legislation that was first of its kind and has made workplaces safer not only here in Saskatchewan, but across the country and in North America. At the 66th Annual SFL Convention, we're celebrating the legacy of this legislation, and using our collective voice as 100,000 workers to speak up for safety and safer workplaces.

While we are proud to offer our convention in person this year, the SFL will continue to monitor the COVID-19 situation in the province, and make a decision regarding health measures closer to the date of the convention. All attendees will be notified in advance of the convention if any health measures are required in order to attend.

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1. Convention Call

The Saskatchewan Federation of Labour (SFL) 66th Annual Convention will take place October 26-28, 2022 at the Queensbury Convention Centre in Regina.

The convention is the governing body of the Federation. Delegates from affiliated unions and organizations come together to debate resolutions, conduct elections, learn about issues impacting our movement and communities, meet other trade unionists, and conduct the business of the SFL. Resolutions adopted at convention set the direction of priorities for the SFL. They can request the Federation to undertake an action, adopt a policy, or amend the constitution.

All rules regarding convention, including convention credentials and resolutions, can be found in Article 4 of the Constitution of the Saskatchewan Federation of Labour.

2. Convention Deadlines

| Topic | Deadline | Additional Information |
|--|------------------------|--|
| Early Bird Registration | September 26, 2022 | |
| Resolutions | September 26, 2022 | Due by 12:00 PM |
| Child care Registration | September 26, 2022 | Contact your union first. See Delegate Services, Section 5 for more information. |
| Accessibility Needs Requests | September 26, 2022 | Use Accessibility Needs Request Form. |
| Bob Sass OH&S Award | September 30, 2022 | Form found at www.sfl.sk.ca . |
| Larry Hubich Lifetime of Service Award | September 30, 2022 | Form found at www.sfl.sk.ca . |
| Registration Fees Refund | Up to October 16, 2022 | Full refund. |
| Registration Fees Refund | After October 16, 2022 | No refund. |
| Hotel Reservations | As soon as possible | SFL does not have hotel blocks set aside for delegates. |

Registering at Convention

| | |
|-----------------------------|--------------------|
| Tuesday, October 25, 2022 | 7:00 PM to 9:00 PM |
| Wednesday, October 26, 2022 | 8:30 AM |
| Thursday, October 27, 2022 | 8:30 AM |
| Friday, October 28, 2022 | 8:30 AM |



3. Draft Convention Agenda

Tuesday, October 25

| Time | Event |
|------------------|------------------------------------|
| 7:00 PM- 9:00 PM | Registration |
| 7:00 PM | SFL Indigenous Committee Event-TBA |

Wednesday, October 26

| Time | Event |
|-------------|---|
| 8:00 AM | New Delegate Orientation |
| 8:30 AM | Registration |
| 9:00 AM | Call to Order |
| 9:30 AM | President's Address |
| 10:00 AM | Introduction of Executive Council and Secretary-Treasurer's Report |
| 10:30 AM | BREAK |
| 10:40 AM | Presentation TBA |
| 11:00 AM | Rally at Legislature (Transportation provided) |
| 12:00 PM | LUNCH (Provided) |
| 1:00 PM | Call to Order Report of the Credentials Committee Report of the Resolutions Committee |
| 2:00 PM | Presentation/Panel- TBA |
| 3:00 PM | BREAK |
| 3:20 PM | Report of the Resolutions Committee |
| 4:30 PM | ADJOURNMENT DEADLINE FOR EMERGENCY RESOLUTIONS |



Thursday, October 27

| Time | Event |
|----------|---|
| 8:30 AM | Registration |
| 9:00 AM | Call to Order Tribute- Recognition of Workers killed on the job |
| 9:30 AM | Guest Speaker- Don Morgan, Minister of Labour Relations and Workplace Safety |
| 10:15 AM | Awards Presentation Bob Sass OH&S Award Larry Hubich Lifetime of Service Award |
| 10:30 AM | BREAK |
| 10:50 AM | Speaker- Bea Bruske, President, Canadian Labour Congress |
| 11:15 AM | Report of the Resolutions Committee |
| 12:00 PM | LUNCH (Provided) |
| 1:00 PM | Keynote Speaker/ Panel TBA |
| 2:00 PM | Report of the Credentials Committee Report of the Resolutions Committee |
| 3:00 PM | BREAK |
| 3:20 PM | Candidate's Forum President Secretary-Treasurer |
| 4:00 PM | ADJOURNMENT |



Friday, October 28

| Time | Event |
|----------|--|
| 8:30 AM | Registration |
| 9:00 AM | Call to Order Report of the Convention Finance Committee |
| 9:15 AM | Keynote Speaker- TBA |
| 10:30 AM | BREAK |
| 10:50 AM | Final Report of the Credentials Committee Report of the Resolutions Committee |
| 12:00 PM | LUNCH (Provided) |
| 1:00 PM | Elections President/Secretary- Treasurer |
| 2:00 PM | Final Report of the Resolutions Committee |
| 3:00 PM | BREAK |
| 3:20 PM | Presentation- TBA |
| 4:00 PM | President's Closing Remarks |
| 4:30 PM | ADJOURNMENT |

Please note the convention agenda is a draft and is subject to change. A final convention agenda, including times for caucuses and caucus elections, as well as more information regarding guest speakers, will be provided in the Delegate Information Package sent out closer to the date of convention.



4. Registration

| Type | Fee | Deadline | Additional Information |
|-------------------------|-------|--------------------------|---|
| Early Bird Registration | \$350 | September 26, 2022 | Cheque or e-transfer must accompany completed credential. |
| After Early Bird | \$400 | After September 26, 2022 | No exceptions. |

A) Refund Policy

Up to October 16, 2022: Full refund.

After October 16, 2022: No refund within ten days prior to the start of convention.

B) Alternates

No registration fee is required for alternates to attend convention as observers.

C) Banquet Tickets

Tickets are included in the convention kit. Based on availability, additional tickets may be purchased for \$50 per ticket.

D) Lunch Tickets

Tickets are included in the convention kit. Tickets will be available for purchase (\$25) for those who have not paid for a convention kit.

5. Credential and Delegate Information

Use the Credential Form to register delegates and alternates.

Mail the original Credential Form and cheque to SFL, 220-2445 13th Avenue, Regina, SK, S4P 0W1 or email the form the event@sfl.sk.ca. E-Transfer payment is also available at payment@sfl.sk.ca (include "SFL Convention" in the memo area of the e-transfer).



A) Credential Change Form

The Credential Change Form is enclosed. Use this form to notify the SFL of any changes in delegates or alternates who are already registered, or if you have new delegates or alternates to add to your list.

B) Affiliate Qualifications

Article 4, Section 7 of the SFL's constitution states "Affiliated organizations shall be entitled to representation at the Convention provided they are paid up in per capita tax for all preceding months up to and including the SFL fiscal year end (August 31st)."

Section 8 states: "Any organization which has not applied for and obtained a certificate of affiliation at least one (1) month prior to the Convention shall not be allowed representation at this Federation."

Section 9 states: "Any organization suspended or expelled by the Canadian Labour Congress or this Federation shall not, while under such penalty, be allowed representation at the Federation Convention."

No registrations will be accepted from affiliated organizations who are in arrears and who have not paid the monies owing within 48 hours after the First Call to Order of the Convention.

C) Delegate Qualifications

Article 4, Sections 5 (b) and (c) of the SFL's constitution state: "A delegate must be a member of the affiliated organization he/she represents at the Convention, or a full time representative of the organization, and the organization must be an affiliate organization which is in good standing with the Federation."

D) Delegate Representation

As per Article 4, Section 4 of the SFL's constitution, delegate presentation at convention shall be:

i. Affiliated Organizations:

- 1 delegate for 1-50 members;
- 1 additional delegate for the next 50 members or major portion thereof;
- 1 additional delegate for every 100 members or major portion thereof.



Membership for the purposes of this section shall mean the average number of members on whom per capita has been paid by the affiliate for the 12 months preceding the SFL year end (August 31).

By way of example:

- 1 delegate for 1 to 75 members
- 2 delegates for 76-150 members
- 3 delegates for 151-250 members
- 4 delegates for 251-350 members
- 5 delegates for 351-450 members
- 6 delegates for 451-550 members and so on.

Section 9 states: "Any organization suspended or expelled by the Canadian Labour Congress or this Federation shall not, while under such penalty, be allowed representation at the Federation Convention."

No registrations will be accepted from affiliated organizations who are in arrears and who have not paid the monies owing within 48 hours after the First Call to Order of the Convention.

ii. Labour Councils

-3 delegates each, plus one (1) young worker delegate.

iii. Saskatchewan Union Retirees Federation (SURF)

-3 delegates (SURF members in good standing)

iv. Affiliated organizations from which an Executive Officer (President, Secretary-Treasurer, Vice President) is delegated are entitled to one (1) additional credential for that officer.

v. Young Worker Credentials

The Young Workers Convention Call is sent to senior representatives of affiliated organizations.

E) Ensuring Equity

Affiliated unions are asked to give particular consideration in selecting delegates to ensure representation from equity seeking groups (women, Indigenous, visible minorities, persons with disabilities, 2SLGBTQ+).

F) Delegate Information Package

In accordance with Article 4, Section 12 (e) of the SFL's constitution, the Federation shall, not later



than ten calendar days prior to the start of the Convention, forward each delegate registered by the registration date copies of all resolutions received. This year's information package will be emailed by October 16, 2022.

G) Delegate Orientation

All delegates are welcome, but first-time delegates in particular are encouraged to attend the delegate orientation held on the morning of the first day of convention. The session will familiarize delegates with all the workings of the convention and make them more comfortable with procedures on the convention floor. No prior registration is required.

H) Delegate Services

i. Accommodation

Convention delegates are responsible for their own accommodation in Regina. We ask that rooms only be booked with unionized hotels. Convention takes place at the Queensbury Convention Centre and there are several unionized hotels located downtown. (See list of unionized hotels at www.sfl.sk.ca/resources/buy-union).

ii. Accessibility and Assistance

In order to properly accommodate people with accessibility issues or a need for assistance, the SFL may have to arrange for special services or alternate media forms (other than print) to be available at the convention. To allow adequate time to make any necessary arrangements, inform our office by September 26th if assistance is required. Use the enclosed Accessibility Needs Request Form.

iii. Childcare

If you require childcare while attending convention, please contact your union. Delegates having additional childcare costs as a result of leaving their children at home should apply to their union for reimbursement. The SFL will consider childcare for those with no other option. You must notify the SFL of your needs no later than September 26th. For more information, contact the SFL office.

iv. Keep It Clean & Green

Bottled Water Ban – We strive to make all SFL events commercially-bottled water-free. Personal refillable water bottles are welcome, but please do not bring commercially-bottled water to convention. The clean, safe municipal water provided for delegates at convention is proudly supplied by CUPE members.

Fragrance-Free Convention – People are increasingly sensitive to chemicals in the environment. For many, attending conferences and being exposed to perfumes and other fragrances can be a serious health risk. We encourage those attending convention to leave all scented products at home.



6. Resolutions and Constitutional Amendments

Resolutions may be submitted by the Executive Council or by affiliated organizations.

Clear language format for resolutions must be used. See the enclosed Resolutions and Constitutional Amendments Form for a template. See www.sfl.sk.ca for additional forms.

For constitutional amendments, refer to the specific Article and Section in the SFL's constitution. Use bolding to indicate any proposed additional wording and use strikethrough to indicate deletions.

Resolutions must:

- Indicate the submitting organization and be signed by two officers
- Deal with one subject only
- Clearly state the action being proposed
- Contain no more than 200 words.

Resolutions can be submitted by:

- Email to event@sfl.sk.ca. Send WORD document and PDF with signatures or;
- Mail to SFL, 220-2445 13th Avenue, Regina, SK S4P 0W1

Deadline is 12:00 PM on September 26, 2022. However, it is appreciated to send resolutions as soon as possible.

7. Elections

The following Executive Council positions are up for election at the 2022 convention:

- President
- Secretary-Treasurer
- Vice-Presidents
 - Affiliated unions with more than 8,000 members will each elect and/or announce 2 Vice-Presidents (at least one will be a woman);
 - Affiliated unions with between 1,000 and 8,000 members will each elect and/or announce 1 Vice-President;
 - Affiliated unions with less than 1,000 members shall caucus and, in combination, elect 2 Vice-Presidents (at least one will be a woman) from their convention delegates;
 - Affiliated Construction Division unions with less than 1,000 members shall caucus and, in combination, elect 1 Vice-President from their convention delegates;
 - Indigenous delegates shall caucus and elect 1 Vice-President;
 - Solidarity and Pride delegates shall caucus and elect 1 Vice-President;



- Young Worker delegates shall caucus and elect 1 Vice-President;
- Workers of Colour delegates shall caucus and elect 1 Vice-President;
- Workers with Disabilities delegates shall caucus and elect 1 Vice-President.
- Labour Councils will each announce their respective Representatives;
- The Saskatchewan Union Retirees Federation (SURF/CURC) will announce their representative.

Terms of office commence immediately following the adjournment of convention. Terms are for two years.

For detailed information on election processes and requirements, refer to Article 5 of the SFL Constitution.

8. Fundraising

We will continue with 50/50 draws on Wednesday and Thursday. Pass the hat motions will be considered on the convention floor according to policy.

9. Privacy

Information provided on registration forms is used for administrative purposes only.

10. Convention Committees

To serve on a convention committee, your union must nominate you. The SFL endeavors to ensure representation from equity-seeking groups on committees. When submitting names, please indicate if the delegate is a member of an equity-seeking group and, if so, which group. Appointments will be confirmed by the SFL.

| Committee | Description |
|------------------|--|
| Resolutions | Make recommendations on resolutions and constitutional amendments. |
| Credentials | Assist with registration of delegates. |
| Sergeant-At-Arms | Maintain order on convention floor, distribute materials, collect donations. |
| Finance | Address financial questions and resolutions with cost implications. |
| Ombudsperson | Investigate and resolve complaints of harassment. Qualified nominees must have prior training/experience as an Ombudsperson. |



11. The Bob Sass OH&S Award

The Bob Sass OH&S Award is presented at convention to a worker whose actions and activities have:

- Solved problems and helped others;
- Achieved important victories;
- Established precedents;
- Improved workplace conditions, and;
- Helped to recognize occupational illness or disease.

The award recipient must be an SFL member or retiree in good standing and must be a health and safety leader and activist.

The SFL Occupational Health and Safety Committee encourages you to send in a nomination.

Nomination forms are available on the SFL website.

Closing date for nominations is September 30, 2022.

12. The Larry Hubich Lifetime of Service Award

The Larry Hubich Lifetime of Service Award is presented at convention to those who have demonstrated a long history of service to their union and the labour movement.

Nominees:

- Must be members of the SFL or a retiree in good standing;
- Must be nominated by their local president and one other executive member;
- Must show many years of advocating for working people;
- Should demonstrate leadership, inspire others and impact change;
- Should be problem-solvers and team-builders, and;
- Should selflessly pursue the principles of solidarity and trade unionism.

To nominate a deserving individual, please check the qualifications and email responses to the questions on the nomination information form. The form can be found on the SFL website.

Closing date for nominations is September 30, 2022.

