



11.

Executive Committee

MINUTES OF THE SPECIAL CONVENTION MARCH 21, 2017

Decision RFIQ-A17-C-I-D11

providing care:
a collaborative
affair



FIQ | SECTEUR PRIVÉ

REGROUPEMENT
DES FIQ

2017 CONVENTION

From November 27 to December 1, 2017
at the Lévis Convention and Exhibition Centre



providing care: a collaborative affair

POLITICAL RESPONSIBILITY

Marie-Claude Ouellet, Secretary

COORDINATION

Julie Bouchard, Coordinator, Sectors and Services

TRANSLATION

Susan Millroy, Union Consultant,
Communication-Information-Web-Translation Service

WRITING AND SECRETARIAT

Fabienne Pouliot, Administrative Assistant
Luce Dessureault, Secretary,
Communication-Information-Web-Translation Service



**MINUTES OF THE SPECIAL CONVENTION OF THE FÉDÉRATION
INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC HELD ON MARCH 21,
2017 AT THE LAVAL SHERATON HOTEL**

TUESDAY, MARCH 21, 2017

After having confirmed the quorum, Régine Laurent, President of the Federation, accompanied by Line Larocque, 1st Vice-President, Political Officer for the Status of Women and Sociopolitical Sectors and Joint Political Officer for the Union Organizing Service, Daniel Gilbert, 2nd Vice-President, Joint Political Officer for the Negotiation, Labour Relations and Research Sectors, Nancy Bédard, 4th Vice-President, Joint Political Officer for the Task and Organization of Work Sector and Joint Political Officer for the Negotiation Sector, Linda Bouchard, 5th Vice-President, Joint Political Officer for the Labour Relations and Research Sector, Michel Mailhot, 6th Vice-President, Political Officer for the Social Security, Occupational Health and Safety Sectors, the Legal Team and Joint Political Officer for the Union Organizing Service, Marie-Claude Ouellet, Secretary, Political Officer for the Organization and follow-up of meetings, the action plan and the priority actions, Translation, the Youth Committee and the General Secretariat and Roberto Bomba, Treasurer, Political Officer for the treasury, the Union Defence Fund (FDS), Solidarity, the Information Technology-Documentation Service, Human Resources and Administration Services and Joint Political Officer for the Union Organizing Service. She pointed out the absence of Claude Boucher, 3rd Vice-President, Political Officer for the Education-Animation Service and Joint Political Officer for the Union Organizing Service and then opened the Special Convention at 10:03 am.

First, Ms. Laurent reported that she would have liked to announce good news; that the FIQ now represents all the healthcare professionals in Laval, Gaspésie and North Shore. Unfortunately, this is not the case, these regions having chosen another labour organization to represent them. Everyone knew that it was not a foregone conclusion for the regions of Laval and Gaspésie, although the reception was very good and the union representatives and consultants worked hard so that enthusiasm was in order. Consequently, many believed in it, wanted it, and prepared for it. As for the North Shore, nothing can be taken for granted, but we are still optimistic despite everything. Furthermore, the union reps and the consultants have also done an exceptional job there.

These results are a slap in the face for the FIQ in a way. However, Ms. Laurent refused to be dramatic about the facts because the organization has won impressive victories in Abitibi, the Laurentians, the Lanaudière, Montérégie-Est, the Eastern Townships, Saguenay-Lac-Saint-Jean and today in Montérégie-Ouest. She took this opportunity to thank all those who have participated and contributed to these positive results.

She mentioned that the organization has to confront reality, as trying to avoid it and minimize it would be simply dishonest. Therefore, it is preferable to set the record straight as it always does even when the news is not great. In this respect, the members of the Executive Committee of the FIQ, nevertheless refuse to be pessimistic, instead wanting to be realistic and clear-headed in order to properly understand, as they have a duty to tell the truth.

According to Ms. Laurent, it is too early to do a complete analysis of the situation, at the same time insisting that this will be done quickly and frankly because the organization has to understand. Understand what didn't work and hear what might not necessarily please us, quoting some questions as examples:

“Did we listen to the healthcare professionals enough to learn what is good for them? Are there generational differences? Did we move too fast in the proposed changes? To what point did our demands change the daily lives of our healthcare professionals? Are we paying the price for their exasperations faced with the upheavals of the Barrette-Couillard duo? Lastly, is the FIQ’s message reaching the members?”

All these questions require a reflection. Everything is not completed and there is still a lot to do. However, she feels it is important to point out all the work done by all the union representatives over the last few months and she asked them to deviate from the functioning of the meeting and give them a round of applause!

Ms. Laurent could not ignore the fact that the Barrette reform imposed as proven to be a failure. In fact, services have been affected, working conditions are deteriorating and the minister simply smiles while pointing out that the FIQ makes the healthcare network sound worse than it is while the media are only reporting stories. However, the reality reveals that the patients are suffering because of this reform, compulsory overtime still exists whereas other healthcare professionals have trouble putting in a full week while the employers are burying their heads in the sand.

The new FIQ which has to be embedded in the constitution and bylaws will not be exactly the one that was planned. However, it will be big, strong and, above all, be in our image, Ms. Laurent concluded with conviction. This is why, despite the disappointments, she reminded the union reps that there is work waiting for them and the work over the coming days is very important.

The president ended by wishing everyone good debates!

2. APPOINTMENT OF THE CHAIRPERSON AND MEETING SECRETARY

Presented by: Ms. Régine Laurent, President.
No reference document.

Ms. Régine Laurent tabled motions **A17-CE-I-01** (Laurent-Ouellet) and **A17-CE-I-02** (Ouellet-Laurent) and called the vote.

A17-CE-I-01 BE IT MOVED:

“To appoint Diane Brassard and Chantal Pagé as chairperson and Fabienne Pouliot as meeting secretary.”

Régine Laurent - Marie-Claude Ouellet

CARRIED UNANIMOUSLY

A17-CE-I-02 BE IT MOVED:

“To welcome the delegates from the following regions as guests: Gaspésie, North Shore and Mauricie – Centre-du-Québec.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

3. ADOPTION OF THE AGENDA

Presented by: Ms. Chantal Pagé, Chairperson.

Reference document: A17-CE-I-D1 “Proposed Agenda”.

Ms. Chantal Pagé acted as chairperson and read the proposed agenda.

Motion **A17-CE-I-03** (Ouellet-Laurent) was tabled.

A17-CE-I-03 BE IT MOVED:

“To adopt the agenda of the Special Convention of March 21, 2017.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

4. CONSTITUTION AND BYLAWS

4.1 Amendments of the Constitution and Bylaws: Chapter XV – Miscellaneous Provisions

Presented by: Ms. Marie-Claude Ouellet, Political Officer.

Reference document: A17-CE-I-D2 “Amendments of the Constitution and Bylaws”

Ms. Marie-Claude Ouellet stated that in order to allow the affiliated unions not covered by Bill 10 and who will be hence grouped under the *FIQ | Secteur privé* (FIQP) to not meet the criteria for disaffiliation set out in the Constitution and Bylaws of the Federation, the members of the Executive Committee of the FIQP are recommending that the following article be added to Chapter XV – MISCELLANEOUS PROVISIONS, after Article 3 – TRANSITIONAL MEASURE:

Article 4 – TRANSITIONAL MEASURE REGARDING THE DISAFFILIATION PROCEDURE which states that:

“In the context of the motion adopted at the 10th Convention of the Federation covering the creation of a new labour organization in health and despite the provisions of Article 4 – DISAFFILIATION PROCEDURE in Chapter III ELIGIBILITY – DISAFFILIATION – REMOVAL FROM THE ROLL, the Federal Council may decide to suspend the application of this article.

The suspension of this article only covers the unions under FIQP. At that time, the delegates at the Federal Council must also decide on the conditions applicable instead of those stipulated in Article 4.”

Motion **A17-CE-I-04** (Ouellet-Laurent) was tabled.

A 10-minute plenary session began.

A 10 minute deliberative assembly was held and then the chairperson called the vote.

A17-CE-I-04 BE IT MOVED:

“To adopt the amendment of the Constitution and Bylaws in Chapter XV – Miscellaneous Provisions, as presented.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Question of privilege:

- Mr. Stéphane Gagnon, Co-President of the transitional executive committee of the *Syndicat interprofessionnel de Lanaudière*, reminded the delegation that a petition, started by the Regional Action and Consensus-Building Table of Lanaudière, is demanding better management of the care and services needed by the elderly or those with loss of autonomy from the Ministry of Health and Social Services (MSSS).

In support of this approach, Mr. Gagnon challenged the delegates to sign the two post cards "*Respectons nos personnes âgées. Exigeons des soins de qualité*" that were handed out this morning. They can be put in the box at the back of the meeting room or given to him at the next meeting, so that they can be sent to the MSSS.

5. DIRECT EQUALIZATION: CRITERIA TO BETTER MEET THE NEEDS

Presented by: Mr. Roberto Bomba, Political Officer, accompanied by Ms. Michelle Poirier, Coordinator, and Mr. Jean Cartier, Union Consultant.

Reference document: A17-CE-I-D3 "Direct Equalization: Criteria to better meet the needs".

Mr. Roberto Bomba reminded the delegation that after the tabling of Bill 10, a Bill 10 Strategic Coordination Committee and four focus groups were set up by the Executive Committee of the FIQ with the objective of seeing to the management of the transformation of the health network resulting from the application of Bill 10. In addition to establishing all the necessary links for an efficient and effective transition, the focus group on the ties with the affiliated unions and financial management was responsible to properly manage the financial transition and the governance of the FIQ and its affiliated unions.

At the Special Federal Council in January 2015 the delegates adopted the following recommendation and gave the following mandate to the FIQ:

"To maintain the equalization system while reviewing the terms of direct equalization in order to adapt it to the new reality of the affiliated unions after the reconfiguration of the network from the application of Bill 10."

Moreover, at this same meeting, the delegation was clear about not touching the indirect equalization, which allows for the payment of union representatives' travel expenses and expense allowances for their participation at decision-making meetings and in training sessions given by the Federation.

It was at the Federal Council of March 2016 that the focus group presented its first reflections on direct equalization. In fact, based on the current guidelines, the majority of the unions would receive amounts and, this despite the significant number of members in several of the new unions. The funds allotted to direct equalization would increase about 50% and the percentage of the equalization on the total budget of the FIQ also.

Besides this finding, it must be asked if direct equalization really achieves its objective of financially compensating the inequalities between the unions. It is the opinion of the Executive Committee and the focus group that direct equalization should be paid to a minority of unions in order to really compensate the inequalities.

Before presenting the proposed changes, Mr. Bomba wanted to specify that it is important to fully understand what equalization is at the FIQ. In fact, equalization is a form of solidarity among the members and affiliated unions allowing the union representatives from the different regions to have the chance to be involved in the organization, participate at the meetings and training sessions. More specifically, equalization is a redistribution of money that takes into account the size of the union and the dispersal of its members over the territory. It aims to financially compensate the inequalities between the unions so that each one, whatever their size, can have an active union life.

Mr. Jean Cartier continued the presentation by sharing the focus group's reflection on the proposed changes concerning direct equalization. Two criteria were looked at again, the amounts of money allotted to the unions representing a small number of members and those dispersed remotely.

Therefore, with the arrival of new unions following the creation of the CISSSs and CIUSSSs, the number of small unions will significantly decrease. However, it is still pertinent to maintain the right to equalization and even to increase the amounts allotted for the remaining unions. As to the distance between the head office and the different sites of the institution, the latter is used only for the regional unions. Several factors were taken into account in order to adapt the rules related to this criterion to take into consideration this situation. However, given that there has been no validation done by those in charge at the Federation, the focus group has not been able to present a portrait of the unions that will be eligible for direct equalization for the remote sites. This work will be done following the counting of the votes scheduled for the middle of April.

Ms. Michelle Poirier concluded by giving some precisions on the procedure for setting up the new ways of doing things for equalization, in line with the criteria applicable for the 1st payment for 2017, scheduled for June 2017, for the new certifications that will be issued by the Administrative Labour Tribunal (TAT) by April 21.

After the presentation, the following recommendations were tabled:

A17-CE-I-06 (recommendation 1 of document D3) (Bomba-Laurent)
A17-CE-I-08 (recommendation 2 of document D3) (Bomba-Laurent)
A17-CE-I-11 (recommendation 3 of document D3) (Bomba-Laurent)
A17-CE-I-12 (recommendation 4 of document D3) (Bomba-Laurent)

A 45-minute plenary session began and the following motions were tabled:

A17-CE-I-09 (Larochelle-Ouellet)
A17-CE-I-07 (Larochelle-Lajoie)
A17-CE-I-10 (Parker Labonté-Charbonneau)
A17-CE-I-05 (Pearson-Lajoie)

Impact Committee

The chairperson reviewed the motions tabled during the plenary session. She opened an impact committee to allow Mr. Roberto Bomba to comment on the effects of the provisions of the new motions up for debate.

A 45-minute deliberative assembly began on all the motions tabled. Ms. Johanne Pearson used her right to rebuttal and the Chair called the vote.

A17-CE-I-05 BE IT MOVED:

“That the decisions on recommendations 1, 2, 3 and 4 of document D3 be postponed to the next Convention.”

Johanne Pearson - Patricia Lajoie
DEFEATED BY A MAJORITY VOTE

Ms. Manon Larochelle asked for a count of the votes.

A17-CE-I-05 BE IT MOVED:

“That the decisions on recommendations 1, 2, 3 and 4 of document D3 be postponed to the next Convention.”

Johanne Pearson - Patricia Lajoie

COUNT: FOR: 471 / AGAINST: 472 / ABSTENTIONS: 9

DEFEATED BY A MAJORITY VOTE

A17-CE-I-06 BE IT MOVED:

Recommendation 1 of document D3

“To change the amounts paid to the unions with a small number of members in the following manner:

- 1 to 25 members: \$124/member, minimum of \$1,000/year;
- 26 to 50 members: \$100/year;
- 51 to 100 members: \$75/year.

And that these amounts are paid to the regional unions for the small certifications as well as to the local unions with a small number of members, the average being established based on the number of members per site.”

Roberto Bomba - Régine Laurent

CARRIED BY A MAJORITY

A17-CE-I-08 BE IT MOVED:

Recommendation 2 of document D3

“To define the notion of site in the following manner: a site is a place where there are healthcare professionals and which has a CH, CHSLD, CLSC or CR mission. For example, a point of service, an intermediate resource (RI) and a non-institutional resource (RNI) are not sites.”

Roberto Bomba - Régine Laurent

A17-CE-I-07 BE IT MOVED: (amendment)

“To delete “For example, a point of service, an intermediate resource (RI) and a non-institutional resource (RNI) are not sites.” and add “RI, RNI, GMF or CR” after the word “CLSC”.”

Manon Larochelle - Patricia Lajoie

DEFEATED BY A MAJORITY VOTE

A17-CE-I-08 BE IT MOVED: (as presented)

Recommendation 2 of document D3

“To define the notion of site in the following manner: a site is a place where there are healthcare professionals and which has a CH, CHSLD, CLSC or CR mission. For example, a point of service, an intermediate resource (RI) and a non-institutional resource (RNI) are not sites.”

Roberto Bomba - Régine Laurent

CARRIED BY A MAJORITY

A17-CE-I-11 BE IT MOVED:

Recommendation 3 of document D3

“To pay \$7,000 to the local and regional unions for each site where the members are more than 150 km from the head office of the employer for a local union, or the head office of the regional union.”

Roberto Bomba - Régine Laurent

A17-CE-I-09 BE IT MOVED: (amendment)

“To replace 150 km by 70 km.”

Manon Larochelle - Laurier Ouellet
DEFEATED BY A MAJORITY VOTE

A17-CE-I-10 BE IT MOVED: (amendment)

“To change 150 km to 100 km.”

Matthieu Parker Labonté - Francis Charbonneau
DEFEATED BY A MAJORITY VOTE

A17-CE-I-11 BE IT MOVED: (as presented)

Recommendation 3 of document D3

“To pay \$7,000 to the local and regional unions for each site where the members are more than 150 km from the head office of the employer for a local union, or the head office of the regional union.”

Roberto Bomba - Régine Laurent

CARRIED BY A MAJORITY

A17-CE-I-12 BE IT MOVED:

Recommendation 4 of document D3

“That these criteria go into effect on April 21, 2017 and are applicable to the 1st payment of 2017 scheduled for June 2017.”

Roberto Bomba - Régine Laurent

CARRIED BY A MAJORITY

6. OHS NETWORK

Presented by: Ms. Linda Lapointe, Political Officer.
No reference document.

Ms. Linda Lapointe reminded the delegation that a recommendation was adopted at the 2014 Convention to conduct a pilot project on the holding of two editions of the Network of OHS Union Representatives, in the fall of 2015 and 2016, until the next Convention scheduled for 2017. The objective of this project was to evaluate the possibility of giving a permanent status to the Network of OHS Union Representatives at the 2017 Convention.

So, considering the postponement of the June 2017 Convention to November 2017 and the interest shown by the delegates at last December's meeting for holding an OHS Network in 2017, Ms. Lapointe tabled motion **A17-CE-I-13** (Lapointe-Bomba).

A 15-minute plenary session began.

Ms. Lapointe concluded by pointing out that the OHS Sector will make a report on the two meetings held in 2015 and 2016. Moreover, they will start a reflection on the frequency and the formula that will be applied to the Network of OHS Union Representatives and will evaluate the pertinence of giving the Network a permanent nature. The Sector will share the results of this reflection with the delegation at the next Convention.

A 10-minute deliberative assembly began and then the Chair called the vote.

A17-CE-I-13 BE IT MOVED:

"To hold an OHS Network meeting in 2017."

Linda Lapointe - Roberto Bomba

CARRIED BY A MAJORITY

7. CLOSING MESSAGE AND END OF THE MEETING

Considering that the meeting will continue as a Federal Council, the Chairperson informed the delegation that the closing message will be given at the end of the debates of the latter.

The agenda having been concluded, the meeting ended at 12:25.

Régine Laurent, President

Marie-Claude Ouellet, Secretary

Fabienne Pouliot, Meeting Secretary

Minutes adopted on

Liste des présences congrès extraordinaire du 21 mars 2017

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
ABA, MENAD	400-635 - CSSS du Coeur-de-l'île	BÉLANGER, FRANCIS	FIQ Québec
AGONOY, CHITA	574-002 - C.H.S.L.D. Bayview Inc.	BELANGER, JANIE	128-206 - CSSS Maria-Chapdelaine
ALARIE, CLAIRE	396-609 - CSSS du Sud de Lanaudière	BELANGER, MELANIE	1019-901 - CSSS de la Haute-Côte-Nord- Manicouagan
ALLARD, SYLVAIN	Comité Santé et Sécurité du travail	BELANGER, NATHALIE	120-651 - CHUM
ALLEYNE, SUZANNE	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	BÉLISLE, CATHERINE	FIQ Québec
AMYOT, SYLVIE	FIQ Québec	BELIVEAU, CELINE	112-510 - CHUS
ARSENAULT, MIREILLE	542-111 - CSSS de la Matapédia	BENGA, ELISE	547-002 - CSSS de la Pointe-de-l'île
ARSENAULT, ISABELLE	FIQ Québec	BENNOUR-MILLIARD, AMIRA	462-653 - Institut de Cardiologie de Montréal
AUBIN, NICOLE	413-812 - CSSS des Aurores-Boréales	BERNARD, ISABELLE	390-658 - CSSS Haut-Richelieu-Rouville
AUGER, ANDRÉ	FIQ Montréal	BERNARD, MELISSA	128-206 - CSSS Maria-Chapdelaine
BARRETT, MAUREEN	446-007 - Hôpital Mont-Sinai	BERNIER, SOPHIE	1014-001 - CSSS Champlain-Charles-Le Moyne
BEAUCHAMP, FRÉDÉRIQUE	FIQ A/Témiscamingue	BERNIER-GUILLEMETTE, CATHY	1013-008 - CSSS Alphonse-Desjardins
BEAUCHEMIN ROBIN, ANDREANNE	1013-008 - CSSS Alphonse-Desjardins	BERTHIAUME, LISA	1013-008 - CSSS Alphonse-Desjardins
BEAULE, BRIGITTE	333-002 - Hôpital Juif de réadaptation	BERTHOLD, ROSE ANNA	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis
BEAULIEU, ANGIE-LYNN	196-008 - CSSS de Rivière-Du-Loup	BERTRAND, KATHLEEN	372-001 - Hôpital Rivière-des-Prairies
BEAULIEU, ANNIE	470-001 - Résidence Sorel-Tracy Inc.	BERTRAND, STEPHANE	555-715 - CSSS de Papineau
BEAULIEU, KIM	571-008 - CSSS des Basques	BERUBE, MELANIE	542-111 - CSSS de la Matapédia
BEAULIEU, MARTINE	159-008 - Groupe Champlain Inc. (C Héb Champlain des	BÉRUBÉ, NICOLE	FIQ Québec
BEAULIEU, PASCAL	1012-1001 - CHU de Québec	BEUGRE, JEAN-LUC	374-001 - Hôpital Santa Cabrini
BEAUMONT, CLAUDE	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	BEVILACQUA, VANESSA	FIQ Montréal
BEAUREGARD, RICHARD	FIQ Montréal	BIEN-AIME, ESTHER	293-002 - Centre de soins prolongés Grace Dart
BEAUREGARD, SABRINA	303-655 - CSSS du Lac-des-Deux-Montagnes	BILLETTE, LINDA	702-663 - CSSS du Sud-Ouest-Verdun
BEDARD, JESSYKA	387-602 - CSSS d'Ahuntsic et Montréal-Nord	BINET, MARJOLAINE	100-811 - CSSS Les Eskers de l'Abitibi
BEDARD, NANCY	Comité exécutif fédéral	BIRBATAKOS, STAVROS	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis
BEDARD, VANESSA	718-505 - CSSS de la Haute-Yamaska	BISSON, NATHALY	106-654 - CSSS du Nord de Lanaudière
BEDARD, VERONIQUE	718-505 - CSSS de la Haute-Yamaska	BLAIS TRANQUILLE, CELINE	296-652 - Centre universitaire de santé McGill
BÉGIN COUTURE, ANTOINE	FIQ Québec	BLAIS, GILBERT	505-001 - Résidence Riviera Inc.
BEGIN, ISABELLE	190-008 - CSSS de Beauce	BLAQUIERE, KARINE	1012-1001 - CHU de Québec
BELANGER, AUDREY	396-609 - CSSS du Sud de Lanaudière	BLOUIN, DANIEL	FIQ Québec

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
BLOUIN, JULIE	FIQ Montréal	BROCHU, GENEVIEVE	106-654 - CSSS du Nord de Lanaudière
BOCCARDI, CATHERINE	FIQ Québec	BROCHU, GUY	120-651 - CHUM
BOIES, JOHANNE	110-300 - Institut universitaire en santé mentale de Québec	BROUILLARD, ROXANE	411-613 - CSSS Richelieu-Yamaska
BOISMENU, JOSÉE	FIQ Montréal	BRUNET, GEOFFREY CARTER	285-002 - CSSS de l'Ouest-de-l'île
BOIVIN, ISABELLE	131-208 - CSSS Domaine-du-Roy	BURON, STEPHANIE	421-007 - CSSS de Thérèse-de Blainville
BOIVIN, JULIE	125-207 - CSSS de Lac-Saint-Jean-Est	CADOTTE, HELENE	371-642 - CSSS Pierre-De Saurel
BOMBA, ROBERTO	Comité exécutif fédéral	CAMERON, DANY	485-001 - CHSLD Providence Notre-Dame de Lourdes Inc.
BORODULIA, SOPHIE	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	CAMILLE, CHRISTINE	387-602 - CSSS d'Ahuhtsic et Montréal-Nord
BOSSE, ANTHONY	151-311 - Institut universitaire de cardiologie et pneumologie	CANTIN, RENE YVES	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James
BOUCHARD, BRIGITTE	FIQ Montréal	CARBONNEAU, MELISSA	530-008 - Centre d'Accueil Saint-Joseph de Lévis Inc.
BOUCHARD, JOSEE	509-615 - CSSS de la Montagne	CARDINAL, MARGARET	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis
BOUCHARD, JULIE	FIQ Québec	CARETTE, GUILLAUME	112-510 - CHUS
BOUCHARD, LINDA	Comité exécutif fédéral	CARON, ANNIE CLAUDE	190-008 - CSSS de Beauce
BOUCHARD, MARCEL	112-510 - CHUS	CARON, CINDY	492-714 - CSSS de Gatineau
BOUCHARD, MELISSA	151-311 - Institut universitaire de cardiologie et pneumologie	CARON, JACINTHE	258-006 - CSSS des Sources
BOUCHARD, NANCY	128-206 - CSSS Maria-Chapdelaine	CARON, MARTINE	1012-1001 - CHU de Québec
BOUCHARD, SEBASTIEN	151-311 - Institut universitaire de cardiologie et pneumologie	CARON, PASCALE	110-300 - Institut universitaire en santé mentale de Québec
BOUCHER, ALINE	008 - SPSQ	CARON, STEPHANE	199-008 - CSSS de la Vieille-Capitale
BOUCHER, MARIE-JOSEE	553-410 - CSSS de Bécancour-Nicolet-Yamaska	CARON-GUAY, SARA	FIQ Québec
BOUFFARD, SONIA	260-006 - CSSS de la MRC-de-Coaticook	CARPENTIER, ANNY	400-635 - CSSS du Coeur-de-l'île
BOUGIE, MARC-ANDRE	303-655 - CSSS du Lac-des-Deux-Montagnes	CARRIER, MELISSA	412-803 - CSSS de Rouyn-Noranda
BOULANGER, GUYLAINE	FIQ M/Centre-du-Québec	CARTIER, JEAN	FIQ Estrie
BOULANGER, MARIE-ANDREE	492-714 - CSSS de Gatineau	CHABOT, MARIE-EVE	1012-1001 - CHU de Québec
BOULET, NATHALLY	303-655 - CSSS du Lac-des-Deux-Montagnes	CHALOUX, ANNIE	416-661 - CSSS de Saint-Jérôme
BRADET, PIERRE OLIVIER	167-008 - CSSS de Charlevoix	CHAPUT, MATHIEU	151-311 - Institut universitaire de cardiologie et pneumologie
BRASSARD, DIANE	FIQ Montréal	CHARBONNEAU, FRANCIS	654-662 - CSSS d'Antoine-Labelle
BRETON, SUZIE	1013-008 - CSSS Alphonse-Desjardins	CHARTIER, MICHEL	396-609 - CSSS du Sud de Lanaudière
BRISSON, JONATHAN	323-002 - Hôpital Maisonneuve-Rosemont	CHARTRE, JOSEE	410-007 - Groupe Roy Santé Inc.

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
CHENIER, NATHALY	120-651 - CHUM	DANDURAND, BENOÎT	FIQ Montréal
CHERFAOUI, KAMAL	1017-007 - Groupe Champlain Inc. (Montréal)	DAVID, CHELO MARTINEZ	322-002 - La Corporation du Centre hosp. gériatrique
CHEVARIE, OBELINE	701-008 - CSSS de Québec-Nord	DAVID, DANIEL	FIQ Montréal
CHIASSON, SANDRA	131-208 - CSSS Domaine-du-Roy	DE BLOIS, LUCIE	FIQ Montréal
CHICOINE, ODETTE	396-609 - CSSS du Sud de Lanaudière	DE LOS REYES, SUSAN	313-002 - CHSLD Juif de Montréal
CHRÉTIEN, JEAN-BERNARD	FIQ S/Lac Saint-Jean	DE ROY, ETIENNE	357-657 - CSSS Jardins-Roussillon
CLAVEAU, GINA	122-209 - CSSS de Chicoutimi	DEGUIRE, DANIELLE	120-651 - CHUM
CLEOPHAT, RIDZA	293-002 - Centre de soins prolongés Grace Dart	DELLI COLLI, PETER	416-661 - CSSS de Saint-Jérôme
CLERMONT, PIERRE-ALEXANDRE	FIQ Montréal	DENOMMEE, CHANTAL	411-613 - CSSS Richelieu-Yamaska
CLEROUX, BENOIT	400-635 - CSSS du Coeur-de-l'île	DERY, ANN	296-652 - Centre universitaire de santé McGill
CLOUTIER, CLAUDINE	151-311 - Institut universitaire de cardiologie et pneumologie	DESBIENS, MARIE-EVE	151-311 - Institut universitaire de cardiologie et pneumologie
CLOUTIER, DENIS	365-001 - Institut universitaire en santé mentale de Montréal	DESCHAMPS, MANON	402-007 - Centre Le Cardinal Inc.
CLOUTIER, ISABELLE	609-112 - CSSS de la Haute-Gaspésie	DESCHENES, CLAUDE	702-663 - CSSS du Sud-Ouest-Verdun
COLLIN, ROXANE	FIQ Montréal	DESJARDINS, HUGO	654-662 - CSSS d'Antoine-Labelle
COSSETTE, LINDA	1012-1001 - CHU de Québec	DESJARDINS, NICOLE	996 - RIIRS
CÔTÉ, CHANTALE	FIQ Québec	DESLAURIERS, MANON	339-660 - CSSS de Vaudreuil-Soulanges
COTE, CHRISTIANE	447-001 - CSSS Lucille-Teasdale	DESMETTE, SANDRA	371-642 - CSSS Pierre-De Saurel
CÔTÉ, HÉLÈNE	FIQ Québec	DÉSORMEAUX, GINETTE	FIQ Montréal
COTE, JULIE	390-658 - CSSS Haut-Richelieu-Rouville	DESSUREAULT, LUCE	FIQ Montréal
COTE, MARIE-JOSEE	390-658 - CSSS Haut-Richelieu-Rouville	DEVAULT, BENOIT	371-642 - CSSS Pierre-De Saurel
COTE, MARTINE	122-209 - CSSS de Chicoutimi	DIAMOND, FRANCINE	FIQ A/Témiscamingue
COULOMBE, JACKIE	701-008 - CSSS de Québec-Nord	DICAIRE, BENOÎT	499-951 - Centre de santé Tulattavik de l'Ungava
CYR, MARIE-CLAUDE	1012-1001 - CHU de Québec	DIONNE, MANUEL	FIQ Montréal
CYR, NATHALIE	303-655 - CSSS du Lac-des-Deux-Montagnes	DIONNE, PIERRE	371-642 - CSSS Pierre-De Saurel
CYR, PATRICK	575-001 - Groupe Champlain Inc. (Montérégie)	DOREMY, DANIEL	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis
DAIGNAULT, JULIE	Comité Condition féminine	DORISMOND, SHIRLEY	001 - AIM
DALLAIRE, SYLVIE	FIQ Montréal	DROLET, CATHIE	500-950 - Centre de santé Inuulitsivik
D'AMBOISE, MARIUS	CSSS Baie-des-Chaleurs	DROUIN, DOMINIQUE	459-008 - CSSS Des Etchemins

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
DROUIN, GUY	FIQ Montréal	FOISY, VERONIQUE	718-505 - CSSS de la Haute-Yamaska
DUBE, DENIS	120-651 - CHUM	FORGET, MARIE-JOSEE	006 - SPSE
DUBÉ, ÉDITH	FIQ Montréal	FORTIER, EVELYNE	718-505 - CSSS de la Haute-Yamaska
DUBE, NATHALY	412-803 - CSSS de Rouyn-Noranda	FORTIN, AUDREY	190-008 - CSSS de Beauce
DUBÉ, STÉPHANE	Globe Multimédia	FORTIN, LOUISE	125-207 - CSSS de Lac-Saint-Jean-Est
DUBOIS, ERIC	411-613 - CSSS Richelieu-Yamaska	FORTIN, NANCY	102-420 - CSSS de l'Énergie
DUBOIS, MARIE-JOSEE	371-642 - CSSS Pierre-De Saurel	FRAPPIER, DANIELLE	113-006 - CSSS- Institut universitaire de gériatrie de Québec
DUBUC, LINDA	714-001 - CSSS Jeanne-Mance	FRECHETTE, PHILIPPE	112-510 - CHUS
DUCLOS, LUCIE	1019-901 - CSSS de la Haute-Côte-Nord- Manicouagan	FUGERE, JASMINE	1012-1001 - CHU de Québec
DUFOUR, GINETTE	1012-1001 - CHU de Québec	GABREAU, CYRIL	500-950 - Centre de santé Inuullitsivik
DUFOUR, KHRYSTINA	122-209 - CSSS de Chicoutimi	GAGNE, DANIEL	400-635 - CSSS du Coeur-de-l'île
DUFOUR, MARIEVE	323-002 - Hôpital Maisonneuve-Rosemont	GAGNE, GENEVIEVE	692-008 - CR en dépendance de Chaudière- Appalaches
DULMAINE, PATRICE	122-209 - CSSS de Chicoutimi	GAGNE, JEAN-FRANCOIS	563-421 - CSSS Drummond
DUMAIS LEBLANC, SOPHIE	FIQ Montréal	GAGNE, PHILIP	285-002 - CSSS de l'Ouest-de-l'île
DUMAS, JOSEE	1015-008 - Groupe Champlain Inc. (Chaudière- Appalaches)	GAGNE, PIERRE-DAVID	323-002 - Hôpital Maisonneuve-Rosemont
DUMONT, MATHIEU	102-420 - CSSS de l'Énergie	GAGNON, MARIE-CLAIRE	FIQ B/Gaspésie
DUPOUIS, DANIELLE	CSSS d'Arthabaska-et-de-l'Érable	GAGNON, MELICHKA	1012-1001 - CHU de Québec
DURAND-ALLARD, MARC-ANTOINE	FIQ Montréal	GAGNON, SARAH	1019-901 - CSSS de la Haute-Côte-Nord- Manicouagan
ELLSON, ELIZABETH	322-002 - La Corporation du Centre hosp. gériatrique	GAGNON, SARAH	1012-1001 - CHU de Québec
ETHIER, VERONIQUE	1011-810 - CSSS du Témiscamingue	GAGNON, STEPHANE	106-654 - CSSS du Nord de Lanaudière
FAILLE, DENISE	390-658 - CSSS Haut-Richelieu-Rouville	GARIÉPY, PATRICK	FIQ Montréal
FALARDEAU, CAROLE	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	GARNEAU, DOMINIC	FIQ Québec
FAUTEUX, CATHERINE	FIQ Québec	GARNEAU, PATRICK	277-647 - Institut universitaire en santé mentale Douglas
FAUTEUX, GENEVIÈVE	FIQ Québec	GAUTHIER, ANNE-JULIE	151-311 - Institut universitaire de cardiologie et pneumologie
FECTEAU, KATIA	FIQ Montréal	GAUTHIER, DANIEL	369-001 - CSSS Pierre-Boucher
FELICIAN, AUGUSTINE	313-002 - CHSLD Juif de Montréal	GAUTHIER, JADE	447-001 - CSSS Lucille-Teasdale
FILLION, SUZIE	112-510 - CHUS	GAUTHIER, LUDOVIC	120-651 - CHUM
FLEURENT, NANCY	323-002 - Hôpital Maisonneuve-Rosemont	GAUTHIER, MURIELLE	FIQ Montréal

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
GEDEON, INGRID	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	GRONDIN, DENIS	1014-001 - CSSS Champlain-Charles-Le Moyne
GENDRON, CAROLE	412-803 - C.S.S.S. de Rouyn-Noranda	GROULX, ISABELLE	357-657 - C.S.S.S. Jardins-Roussillon
GENDRON, SONIA	266-1035 - C.S.S.S. du Granit	GROULX, LYNDA	416-661 - C.S.S.S. de Saint-Jérôme
GERMAIN, JUDITH	370-001 - Résidence Angelica Inc.	GUERRA, LYNE	469-001 - Villa Medica Inc.
GIGNAC, MELANIE	625-659 - C.S.S.S. du Suroît	GUERTIN, LOUIS	FIQ Montréal
GIGNAC, PASCALE ANNICK	542-111 - C.S.S.S. de la Matapédia	GUILBAULT, SOPHIE	FIQ Montréal
GILBERT, DANIEL	Comité exécutif fédéral	GUILLETTE, CAROLE	263-006 - C.S.S.S. La Pommeraie
GILBERT-PAQUETTE, MYRIAM	357-657 - C.S.S.S. Jardins-Roussillon	HALL, ISABELLE	1019-901 - C.S.S.S. de la Haute-Côte-Nord- Manicouagan
GILLES, COLETTE	FIQ Québec	HAMELIN, MARIE-CLAUDE	FIQ Montréal
GILMAN, NATHALIE	120-651 - CHUM	HAMMOND, PAULINE	122-209 - C.S.S.S. de Chicoutimi
GIRARD, CAROLINE	396-609 - C.S.S.S. du Sud de Lanaudière	HEBERT, GENEVIEVE	007 - SRPSQ
GIRARD, GUILLAUME	122-209 - C.S.S.S. de Chicoutimi	HEMOND, ALEXANDRA	112-510 - CHUS
GIRARD, LINDA	485-001 - CHSLD Providence Notre-Dame de Lourdes Inc.	HENRY, DOMINIQUE	609-112 - C.S.S.S. de la Haute-Gaspésie
GIRARD, LUCIE	FIQ Montréal	HERVIEUX, GENEVIEVE	469-001 - Villa Medica Inc.
GIRARD-BELLAVANCE, VINCENT	FIQ Montréal	HOGAN, NANCY	1012-1001 - CHU de Québec
GIROUX, MARIE-JOSEE	211-008 - Centre hospitalier St-François Inc.	HOPKINS, CATHERINE	FIQ Montréal
GOBEIL, KIME	120-651 - CHUM	IDEL MEHDAOUI, NAGIA	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James
GOBEIL, STÉPHANE	FIQ Montréal	ISABEL, MARTHE	609-112 - C.S.S.S. de la Haute-Gaspésie
GODBOUT, EDITH	1012-1001 - CHU de Québec	JASURA, GORDY	FIQ Montréal
GODBOUT, PATRICE	411-613 - C.S.S.S. Richelieu-Yamaska	JEAN, PAULINE	189-315 - C.S.S.S. de Montmagny-l'Islet
GOSELIN, LINDA	411-613 - C.S.S.S. Richelieu-Yamaska	JEHODA, CYNTHIA	285-002 - C.S.S.S. de l'Ouest-de-l'île
GOSELIN, MICHELINE	302-002 - C.S.S.S. d'Argenteuil	JOACHIM, HERMIONE	285-002 - C.S.S.S. de l'Ouest-de-l'île
GOULET, LYNE	C.S.S.S. Sept-îles	JOMPHE, KARINA	302-002 - C.S.S.S. d'Argenteuil
GRANT, CAROLE	120-651 - CHUM	JONES, FRANCES	708-002 - C.S.S.S. Cavendish
GRAVEL, CAROLINE	639-008 - Centre de réadaptation en dépendance de	JOSEPH, DENYSE	296-652 - Centre universitaire de santé McGill
GRENIER, JEREMIE	492-714 - C.S.S.S. de Gatineau	JOUBERT, DENIS	714-001 - C.S.S.S. Jeanne-Mance
GRENIER, LINE	1041-002 - Agence sss de Lanaudière	JOVIN, SYLVIE	390-658 - C.S.S.S. Haut-Richelieu-Rouville
GRENIER, NANCY	598-711 - Groupe Champlain Inc. (Outaouais)	JUTEAU, CINDY	FIQ Montréal

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
KADI, IKRAM	365-001 - Institut universitaire en santé mentale de Montréal	LANDRY, JULIE	120-651 - CHUM
KANIKI, MARTIN	326-002 - Inst. de réadaptation Gingras-Lindsay-de-Montréal	LANGLAIS, NANCY	541-113 - CSSS de Rimouski-Neigette
KARAMANOUKIAN, MYRNA	FIQ Montréal	LAPIERRE, KARINE	FIQ Montréal
KENNEDY, ERICA	322-002 - La Corporation du Centre hosp. gériatrique	LAPLANTE, NATHALIE	878-002 - La Résidence de Lachute
KLEPPER, MARTINE	FIQ M/Centre-du-Québec	LAPOINTE, LINDA	Comité exécutif fédéral
KOLASA, IGA S.	FIQ Montréal	LAPOINTE, MARIE-CLAUDE	1013-008 - CSSS Alphonse-Desjardins
LABBE, FREDERIC	106-654 - CSSS du Nord de Lanaudière	LAPOINTE, PIERRETTE	1013-008 - CSSS Alphonse-Desjardins
LACHANCE, CELINE	100-811 - CSSS Les Eskers de l'Abitibi	LAPOINTE, SARA	FIQ Québec
LACHANCE, LYNDA	FIQ Québec	LARAMÉE, MARIE-ANNE	FIQ Montréal
LACHANCE, MARIE-CLAUDE	1012-1001 - CHU de Québec	LAROCHE, BENOIS	492-714 - CSSS de Gatineau
LACROIX, MÉLISSA	FIQ Estrie	LAROCHELLE, CAROLINE	205-008 - IRDPQ
LACROIX, SONIA	1011-810 - CSSS du Témiscamingue	LAROCHELLE, MANON	008 - SPSQ
LAFERRIÈRE, LOUIS-PIERRE	FIQ Québec	LAROCHELLE, STELLA	374-001 - Hôpital Santa Cabrini
LAFLAMME, ANIK	297-002 - Hôpital Shriners pour enfants (Québec) Inc.	LAROCQUE, LINE	Comité exécutif fédéral
LAFOND, MARIE-PIERRE	1012-1001 - CHU de Québec	LAROUCHE, CATHERINE	553-410 - CSSS de Bécancour-Nicolet-Yamaska
LAFRANCHISE-SAUVE, JONATHAN	120-651 - CHUM	LATENDRESSE, ALEXANDRE	1013-008 - CSSS Alphonse-Desjardins
LAGACE, KATHY	196-008 - CSSS de Rivière-Du-Loup	LAURENT H, REGINE	Comité exécutif fédéral
LAHAISE, JEAN-FRANCOIS	447-001 - CSSS Lucille-Teasdale	LAUZON, PATRICK	1046-002 - Hôpital Sainte-Anne
LAJEUNESSE, ISABELLE	701-008 - CSSS de Québec-Nord	LAVALLEE, CLAIRE	625-659 - CSSS du Suroît
LAJOIE, NATHALIE	FIQ S/Lac Saint-Jean	LAVALLEE, CLAUDE	106-654 - CSSS du Nord de Lanaudière
LAJOIE, PATRICIA	199-008 - CSSS de la Vieille-Capitale	LAVALLEE, YVES	110-300 - Institut universitaire en santé mentale de Québec
LALONDE, PATRICE	357-657 - CSSS Jardins-Roussillon	LE BRETON, MARIE-EVE	323-002 - Hôpital Maisonneuve-Rosemont
LAMBERT, DAVID	263-006 - CSSS La Pommeraie	LE, HUGO	453-1019 - CSSS Des Pays-d'en-Haut
LAMBERT, LINA	100-811 - CSSS Les Eskers de l'Abitibi	LEBLANC, LYNDA	120-651 - CHUM
LAMONTAGNE, SARAH	190-008 - CSSS de Beauce	LEBLANC, MELODIE	654-662 - CSSS d'Antoine-Labelle
LAMOTHE, CAROLINE	007 - SRPSQ	LECLERC, ALAIN	FIQ Montréal
LAMOUREUX, MICHEL	FIQ Québec	LECOURS LOISELLE, JEAN-LOUIS	702-663 - CSSS du Sud-Ouest-Verdun
LANDRY, JEAN-PHILIPPE	462-653 - Institut de Cardiologie de Montréal	LEDoux, BENJAMIN	371-642 - CSSS Pierre-De Saurel

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
LEDUC, SYLVIE	120-651 - CHUM	MARCOUX, JOCELYN	1012-1001 - CHU de Québec
LEFEBVRE, LUCIE	FIQ Montréal	MARLEAU, GAÉTANE	367-001 - Manoir St-Patrice Inc.
LEGARE, NANCY	1012-1001 - CHU de Québec	MARTEL, MARIE-CLAUDE	FIQ Montréal
LEGER, MICHEL T.	002 - PSSU	MARTEL, MARYSE	563-421 - CSSS Drummond
LEJEUNE, JULIE	FIQ Montréal	MARTEL, NANCY	FIQ Montréal
LEMIEUX, PIERRE	372-001 - Hôpital Rivière-des-Prairies	MARTIN, ERIC	333-002 - Hôpital Juif de réadaptation
LEMIEUX, SERGE	CSSS d'Arthabaska-et-de-l'Érable	MARTINS, SUSY	326-002 - Inst. de réadaptation Gingras-Lindsay-de-Montréal
LEMOINE, GAEL	365-001 - Institut universitaire en santé mentale de Montréal	MASSE, CASSANDRA	296-652 - Centre universitaire de santé McGill
LEMOINE, LINDA	371-642 - CSSS Pierre-De Saurel	MATHIEU, JULIE	302-002 - CSSS d'Argenteuil
LENYK, ANDRIY	1040-002 - CHSLD Polonais Marie-Curie- Sklodowska	MATHIEU, LYNDIA	199-008 - CSSS de la Vieille-Capitale
LEPAGE, MARIE EVE	FIQ Québec	MATHIEU, MARIE-CLAUDEL	FIQ Montréal
L'ESPERANCE, JOHANNE	131-208 - CSSS Domaine-du-Roy	MAURAS, SUZANNE	714-001 - CSSS Jeanne-Mance
LESSARD, NATHALIE	483-008 - La Corporation Notre-Dame de Bon- secours	MAWASSI, IMANE	FIQ Montréal
LESSARD, REGINE	125-207 - CSSS de Lac-Saint-Jean-Est	MCINTOSH, CHARMAINE	708-002 - CSSS Cavendish
LEVASSEUR, JOHANNE	323-002 - Hôpital Maisonneuve-Rosemont	MEDDAH, SARAH	120-651 - CHUM
LEVESQUE, ANNIE	720-008 - CSSS de Kamouraska	MÉNARD, GUYLAINE	Globe Multimédia
LEVESQUE, CHARLES	553-410 - CSSS de Bécancour-Nicolet-Yamaska	MÉNARD, LOUISE	FIQ S/Lac Saint-Jean
LÉVESQUE, MARTIN	267-300 - CRDI de Québec	MENARD, LUCIE	411-613 - CSSS Richelieu-Yamaska
LEVESQUE, NATHALIE	369-001 - CSSS Pierre-Boucher	MENARD, RENEE	416-661 - CSSS de Saint-Jérôme
LEVESQUE, SOPHIE	609-112 - CSSS de la Haute-Gaspésie	MENELAS, WILLS-ROCHER	374-001 - Hôpital Santa Cabrini
LIN, XIA	578-001 - L'Hôpital Chinois de Montréal (1963)	MERCIER, CAROLE	1013-008 - CSSS Alphonse-Desjardins
LIZOTTE, RENÉ	FIQ Québec	MERCIER, KARINE	396-609 - CSSS du Sud de Lanaudière
LOISEAU, MARIE JESSICA	367-001 - Manoir St-Patrice Inc.	MERCIER, LINE	190-008 - CSSS de Beauce
LONGPRÉ, CHRISTINE	FIQ Montréal	MERCIER, MICHÈLE	470-001 - Résidence Sorel-Tracy Inc.
LORD, NATHALIE	463-007 - CHSLD Age3 Inc.	MERCIER, SYLVIE	FIQ Québec
MAILLOUX, KEVIN	1012-1001 - CHU de Québec	MICHAUD, ALEXANDRE	609-112 - CSSS de la Haute-Gaspésie
MANCIER, SONIA	309-002 - Vigi Santé Ltée (Montérégie)	MICHAUD, NANCY	122-209 - CSSS de Chicoutimi

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
MICLETTE, BENOIT	110-300 - Institut universitaire en santé mentale de Québec	PAIEMENT, KARINE	FIQ Montréal
MILORD, MARIE-JULIE	FIQ Québec	PAQUET, CATHERINE	165-310 - CSSS de la région de Thetford
MIREAULT, MARIE-CHANTAL	002 - PSSU	PAQUET, JOSÉE	FIQ Montréal
MIRON, MARLENE	296-652 - Centre universitaire de santé McGill	PAQUETTE, ALAIN	303-655 - CSSS du Lac-des-Deux-Montagnes
MONGEAU, JULIE	396-609 - CSSS du Sud de Lanaudière	PAQUETTE, CLAUDIA	380-001 - CSSS de Saint-Léonard et Saint- Michel
MOORE, NANCY	413-812 - CSSS des Aurores-Boréales	PAQUETTE, GABRIEL	453-1019 - CSSS Des Pays-d'en-Haut
MORAND, GERALD	285-002 - CSSS de l'Ouest-de-l'île	PAQUIN, YVES	651-008 - Jardins du Haut Saint-Laurent (1992) inc.
MOREAU, JOSIANNE	702-663 - CSSS du Sud-Ouest-Verdun	PARADIS, ANDREE	714-001 - CSSS Jeanne-Mance
MOREL, FRANCIS	415-007 - CSSS de la Vallée-de-l'Or	PARENT, FRANCINE	FIQ Québec
MORIN, JOHANNIE	189-315 - CSSS de Montmagny-l'Islet	PARENT, MÉLANIE	FIQ Montréal
MORIN, SUZANNE	306-002 - Centre d'Accueil Marcelle Ferron Inc.	PARKER LABONTE, MATTHIEU	303-655 - CSSS du Lac-des-Deux-Montagnes
MORNEAU, DAVID	FIQ Montréal	PAUL, STEVE	492-714 - CSSS de Gatineau
MORNEAU, PATRICE	106-654 - CSSS du Nord de Lanaudière	PEARSON, JOHANNE	701-008 - CSSS de Québec-Nord
MOSS, NANCY	FIQ Montréal	PELLERIN, MELANIE	1014-001 - CSSS Champlain-Charles-Le Moyne
MOUSSEAU, SUZANNE	630-712 - CSSS du Pontiac	PELLETIER, DANIE	008 - SPSQ
NAN HUSTIUC, ANCA-EUGENIA	370-001 - Résidence Angelica Inc.	PERREAULT, CLAUDINE	001 - AIM
NASTAS, MICHEL	FIQ Montréal	PERRON, LINDA	FIQ Québec
NAUD, JOËLLE	FIQ Montréal	PERRON, NATHALIE	553-410 - CSSS de Bécancour-Nicolet-Yamaska
NEPVEU, GILLES	374-001 - Hôpital Santa Cabrini	PETRIE, BRIGITTE	411-613 - CSSS Richelieu-Yamaska
NOISEUX, ISABELLE	575-001 - Groupe Champlain Inc. (Montérégie)	PHILIPPON, NICOLE	701-008 - CSSS de Québec-Nord
NOLET, NATHALIE	112-510 - CHUS	PICHE, MICHELE	416-661 - CSSS de Saint-Jérôme
NORMANDIN, RICHARD	FIQ Montréal	PIECEK, ANGELICA	296-652 - Centre universitaire de santé McGill
OUDJANI, SADEK	492-714 - CSSS de Gatineau	PINEAULT, NATHALIE	542-111 - CSSS de la Matapédia
OUELLET, ANNIK	196-008 - CSSS de Rivière-Du-Loup	PLANTE, MARTINE	400-635 - CSSS du Coeur-de-l'île
OUELLET, LAURIER	1013-008 - CSSS Alphonse-Desjardins	POIRIER, MICHELLE	FIQ Montréal
OUELLET, MARIE-CLAUDE	Comité exécutif fédéral	POIRIER, YVES	FIQ Outaouais
PAEZ, ROSALINA	574-002 - C.H.S.L.D. Bayview Inc.	POISSON, FRÉDÉRIC	FIQ Montréal
PAGÉ, CHANTAL	FIQ Montréal	POITRAS, STÉPHANIE	CSSS d'Arthabaska-et-de-l'Érable

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
POTHIER, CYNTHIA	369-001 - CSSS Pierre-Boucher	RINALDI, PATRICIA	446-007 - Hôpital Mont-Sinai
POTVIN, MICHAEL	555-715 - CSSS de Papineau	RINGUET, MARIE-EVE	007 - SRPSQ
POULIN, JOANNE	FIQ Estrie	RIOPEL, BENOÎT	FIQ Montréal
POULIN, MARCO	190-008 - CSSS de Beauce	RIOUX, CAROLINE	563-421 - CSSS Drummond
POULIOT, FABIENNE	FIQ Québec	RIOUX, JULIE	FIQ Montréal
POULIOT, PATRICIA	189-315 - CSSS de Montmagny-l'Islet	ROBERGE, FRANCE	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James
PRÉVOST, SERGE	FIQ Montréal	ROBERT, ISABELLE	462-653 - Institut de Cardiologie de Montréal
PRÉVOST, SUZANNE	FIQ Montréal	ROCHON, CLAUDE	625-659 - CSSS du Suroît
PRIVE, VALERIE	131-208 - CSSS Domaine-du-Roy	RODRIGUE, EDITH	459-008 - CSSS Des Etchemins
PRONOVOST, DANIEL	FIQ A/Témiscamingue	ROUSSEAU, ANNIE	FIQ Québec
PROULX A, VALERIE	357-657 - CSSS Jardins-Roussillon	ROUSSEAU, JEROME	151-311 - Institut universitaire de cardiologie et pneumologie
PROULX, CAROLINE	369-001 - CSSS Pierre-Boucher	ROUSSEAU, MARYSE	FIQ Montréal
PROVENCHER, DENIS	453-1019 - CSSS Des Pays-d'en-Haut	ROUSSEL-VIEL, CATHY	720-008 - CSSS de Kamouraska
PROVENCHER, NATHALIE	303-655 - CSSS du Lac-des-Deux-Montagnes	ROY, ANICK	387-602 - CSSS d'Ahuntsic et Montréal-Nord
QUESNEL, SYLVIE	714-001 - CSSS Jeanne-Mance	ROY, BRIGITTE	563-421 - CSSS Drummond
QUIRION, LOUISE	1015-008 - Groupe Champlain Inc. (Chaudière-Appalaches)	ROY, CHANTAL	FIQ Montréal
RACINE, EMILIE	122-209 - CSSS de Chicoutimi	ROY, ISABELLE	463-007 - CHSLD Age3 Inc.
RAJOTTE, MATHILDE	FIQ Outaouais	ROY, ISABELLE	387-602 - CSSS d'Ahuntsic et Montréal-Nord
RANCOURT, LYNE	120-651 - CHUM	ROY, JESEN	112-510 - CHUS
REED, MANON	547-002 - CSSS de la Pointe-de-l'Île	ROY, TANYA	165-310 - CSSS de la région de Thetford
REHEL, JONATHAN	266-1035 - CSSS du Granit	ROY, YVON	541-113 - CSSS de Rimouski-Neigette
RICARD, JOSEE	547-002 - CSSS de la Pointe-de-l'Île	SALERNO, GUY	1014-001 - CSSS Champlain-Charles-Le Moyne
RICH, ELIZABETH	285-002 - CSSS de l'Ouest-de-l'Île	SAMSON, JACQUES	232-008 - Vigi Santé Ltée (Capitale-Nationale)
RICHARD, ALEXANDRE	499-951 - Centre de santé Tulattavik de l'Ungava	SANSOUCY, ANIK	258-006 - CSSS des Sources
RICHARD, DANIÈLE	1046-002 - Hôpital Sainte-Anne	SANTERRE, PHILIPPE	390-658 - CSSS Haut-Richelieu-Rouville
RICHER, CATHERINE	FIQ Montréal	SAURO, MARIA FLORENCIA	FIQ Montréal
RIENDEAU, GUYLAINE	106-654 - CSSS du Nord de Lanaudière	SAVARD, FRANCINE	FIQ Québec
RIENDEAU, JOHANNE	445-1020 - CSSS Dorval-Lachine-LaSalle	SAVARD, JEAN-DENIS	FIQ Québec

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
SAVARD, JEROME	125-207 - CSSS de Lac-Saint-Jean-Est	ST-PIERRE, MICHEL	702-663 - CSSS du Sud-Ouest-Verdun
SAVOIE, FRANCE	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	ST-PIERRE, YVAN	CSSS Baie-des-Chaleurs
SAVOIE, FRANCINE	625-659 - CSSS du Suroît	SURPRENANT, CHANTAL	390-658 - CSSS Haut-Richelieu-Rouville
SAVOIE, JULYNE	411-613 - CSSS Richelieu-Yamaska	SYNNOTT, JEAN-MARTIN	199-008 - CSSS de la Vieille-Capitale
SCHNOB, RICHARD	492-714 - CSSS de Gatineau	TAGHIA, AMINA	396-609 - CSSS du Sud de Lanaudière
SÉGUIN, AMÉLIE	FIQ Montréal	TANGUAY, SOPHIE	199-008 - CSSS de la Vieille-Capitale
SEGUIN, SOPHIE	718-505 - CSSS de la Haute-Yamaska	TARDIF ADAM, NICOLE	FIQ Montréal
SELESSE, SYLVIE	390-658 - CSSS Haut-Richelieu-Rouville	TARTE, MARIE-CHRISTINE	718-505 - CSSS de la Haute-Yamaska
SETO, SANDRA	296-652 - Centre universitaire de santé McGill	TESSIER, CHANTALE	553-410 - CSSS de Bécancour-Nicolet-Yamaska
SHEA, PATRICK	260-006 - CSSS de la MRC-de-Coaticook	THEBERGE, ISABELLE	369-001 - CSSS Pierre-Boucher
SIGOUIN, FRANCINE	445-1020 - CSSS Dorval-Lachine-LaSalle	THEBERGE, NANCY	541-113 - CSSS de Rimouski-Neigette
SIMARD, CAROLINE	FIQ Montréal	THERIAULT, SOPHIE	113-006 - CSSS- Institut universitaire de gériatrie de
SIMARD, MARIE-PIERRE	122-209 - CSSS de Chicoutimi	THERIEN, MONIQUE	1013-008 - CSSS Alphonse-Desjardins
SIMARD, MICHEL	FIQ B/Gaspésie	THERRIEN-GAMACHE, MARJOLAINE	654-662 - CSSS d'Antoine-Labelle
SIMARD, REJEAN	702-663 - CSSS du Sud-Ouest-Verdun	THIBAUT, ISABELLE	416-661 - CSSS de Saint-Jérôme
SIMARD, SEBASTIEN	390-658 - CSSS Haut-Richelieu-Rouville	THIBAUT, NATHALIE	380-001 - CSSS de Saint-Léonard et Saint-Michel
SMITH-WOODWARD, ROSITA	708-002 - CSSS Cavendish	THIBAUT, SUZIE	541-113 - CSSS de Rimouski-Neigette
SOUCY, CINDIE	720-008 - CSSS de Kamouraska	THIBAUT-BELLEROSE, MARC	FIQ Montréal
ST-AMAND, SHANY	718-505 - CSSS de la Haute-Yamaska	THIFFEAULT, BENOIT	FIQ M/Centre-du-Québec
ST-DENIS, CHANTAL	492-714 - CSSS de Gatineau	TOUGAS, CLAIRE	996 - RIIRS
ST-DENIS, MANON	416-661 - CSSS de Saint-Jérôme	TOUSSAINT, HÉLÈNE	FIQ Montréal
ST-GERMAIN, LOUISE	296-652 - Centre universitaire de santé McGill	TRAN, KIM UYEN	578-001 - L'Hôpital Chinois de Montréal (1963)
ST-GERMAIN, MICHEL	563-421 - CSSS Drummond	TRAN, VINH THUY	478-007 - La Corporation du centre de réadaptation Lucie-365-001 - Institut universitaire en santé mentale de Montréal
ST-HILAIRE, GUY	FIQ Québec	TREMBLAY, ERIC	448-002 - Vigi Santé Ltée (Montréal)
ST-JEAN, JOHANNE	654-662 - CSSS d'Antoine-Labelle	TREMBLAY, GHISLAINE	390-658 - CSSS Haut-Richelieu-Rouville
ST-LAURENT, CHRISTINE	002 - PSSU	TREMBLAY, MARC	001 - AIM
ST-LAURENT, LUC	541-113 - CSSS de Rimouski-Neigette	TREMBLAY, MARTINE	FIQ Québec
ST-LOUIS, JOSEE	421-007 - CSSS de Thérèse-de-Blainville	TREMBLAY, SABRINA	

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
TREMBLAY, SUZIE	357-657 - CSSS Jardins-Roussillon	VEILLEUX, STEPHANIE	113-006 - CSSS- Institut universitaire de gériatrie de FIQ Montréal
TREMBLAY, SUZY	370-001 - Résidence Angelica Inc.	VEILLEUX, VINCENT	
TREPANIER, ISABELLE	1012-1001 - CHU de Québec	VENDETTE, SONIA	1029-1018 - CSSS des Sommets
TRUDEAU, DENISE	FIQ Montréal	VERREAULT, LISE	509-615 - CSSS de la Montagne
TURBIDE, NATHALIE	306-002 - Centre d'Accueil Marcelle Ferron Inc.	VEZINA, CARINE	151-311 - Institut universitaire de cardiologie et pneumologie
TURCOTTE, MAXIME	411-613 - CSSS Richelieu-Yamaska	VEZINA, HELENE	654-662 - CSSS d'Antoine-Labelle
TURCOTTE, RENEE	165-310 - CSSS de la région de Thetford	VIAU, MARIE-EVE	FIQ Québec
TURCOTTE, SONIA	FIQ Québec	VIGUIER, STEPHAN	609-112 - CSSS de la Haute-Gaspésie
USE, MARIANNE	470-001 - Résidence Sorel-Tracy Inc.	VOYER, STEPHANE	1014-001 - CSSS Champlain-Charles-Le Moyne
VALOIS, JOSEE	106-654 - CSSS du Nord de Lanaudière	WACHE, ARIANE	120-651 - CHUM
VARIN, JEAN-MICHEL	369-001 - CSSS Pierre-Boucher	WALDRON, JACQUELINE MARCI	296-652 - Centre universitaire de santé McGill
VEILLETTE, ROBERT	509-615 - CSSS de la Montagne	WONG, EDNA	492-714 - CSSS de Gatineau
VEILLEUX, BIBIANE	113-006 - CSSS- Institut universitaire de gériatrie de		

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