



12.

Executive Committee

MINUTES OF THE SPECIAL CONVENTION JUNE 6 AND 7, 2017

Decision RFIQ-A17-C-I-D12

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 JUNE 6 AND 7, 2017 AT THE CENTRE DE CONGRÈS ET D'EXPOSITIONS DE LÉVIS

TUESDAY, JUNE 6, 2017

1. OPENING MESSAGE

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, Daniel Gilbert, 2nd Vice-President, Joint Political Officer for the Negotiation, Labour Relations and Research Sectors, Claude Boucher, 3rd Vice-President, Political Officer for the Education-Animation Service and Joint Political Officer for the Union Organizing Service, 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, Linda Lapointe, 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, Internal and Administrative Services and Human Resources, opened the Special Convention at 11:02.

First, Ms. Laurent welcomed the new delegates for whom this first decision-making body marks their arrival at the FIQ. The members that they represent do not necessarily share the same enthusiasm for being unionized with the Federation, a situation that Ms. Laurent feels is normal and will change with time. In this respect, the FIQ is counting on them as ambassadors to help build trust within their institutions, and also hopes that they will help to better the organization's ways of doing things.

Ms. Laurent continued by pointing out that the next two days will be devoted to the adoption of amendments of the Constitution and Bylaws of the FIQ. These changes are necessary following the reorganization of the Federation, in connection with the passing of Bill 10. This file, very important for the organization, is not the most exciting and requires a lot of attention. Efforts will be made to make it as easy as possible.

She pointed out that since the last Federal Council, many of the current files have kept the organization active. First of all, the Québec Government budget; a budget which, in terms of public perception, was well received. However, it was a budget for garnering votes including several gifts made on the back of the health network. There will no doubt be more money for health, but in examining the details, we find that there will again be cutbacks. Furthermore, in several regions of Québec, many have continued to denounce the impacts of the cutbacks in health and the unacceptable situations that many members and patients are experiencing.

Another topic that has attracted attention is without a doubt the media announcement that the Federation now represents 75,000 nursing and cardiorespiratory healthcare professionals, the great majority of the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists working in the Québec public institutions. According to the media, the *FIQ and Alliance du personnel professionnel et technique de la santé et des services sociaux* (APTS) were the big winners in the raiding period. They also mentioned the fact that the healthcare professionals identify with the solution-based unionism practised by the FIQ. These findings demonstrate that over the last few years, good choices have been made, choices for the future.

She continued by mentioning that the 40th anniversary of the creation of the *Intersyndicale des femmes*, an organization where the FIQ is very active, was celebrated last April. The *Intersyndicale des femmes* has always kept themselves above the fray in the struggles between unions.

The month of May being devoted to the recognition of the healthcare professionals' key role, Ms. Laurent pointed out that once again this year, activities were organized for Health Month to acknowledge the exceptional work of the healthcare professionals of the FIQ. Throughout the year, the latter suffer the poor decisions of the employers. So, these activities are a nice pat on the back for them.

Ms. Laurent continued by referring to several media activities denouncing a secret agreement between the Minister of Health, Gaétan Barrette, and the *Fédération des médecins omnipraticiens du Québec*. Indeed, the minister will allow the physicians in the super clinics to hire healthcare professionals outside of the CISSSs and CIUSSSs. Without any consultation, money intended for public services will now subsidize private entrepreneurs, owners of for-profit entities, thereby depriving healthcare professionals of job opportunities. This decision is full of consequences and the FIQ will continue to denounce it and demand that it be made public.

The president then asked the union representatives to take a look at the internal environment. This meeting is the last one before the regular Convention in November and there is a lot of work to do before then. Among other things, the local negotiations with all the challenges that they represent, setting up the negotiating committees, consulting the members despite the distances, welcoming the new members, and all of this while continuing to resolve the daily problems. To that is added the setting up of the offer of services and, for many, elections of the executives committees.

Faced with the amount of work that this represents, an important condition exists for accomplishing it, that of staying focused on the needs of the members. According to her, personal interests, old grudges and clan rivalries have to be put aside, with the goal of serving the members and, above all, not giving the employers the slightest weakness to exploit.

Furthermore, the members of the Provincial Executive Committee have the same duties. As leaders of the organization, they will therefore be present in the field to accomplish their political work. They are also responsible for taking the best decisions on finances and human resources management. These decisions are always taken with the goal of maintaining the best consulting services and ensuring the financial health of the Federation.

Since the last few months were full of changes and adjustments for everyone, including the employees of the FIQ, Ms. Laurent wanted to point out their prominent place in the organization. Their contribution and the consulting role that they have with the unions and the Executive Committee of the FIQ are key. She thanked them for supporting the organization during all these changes.

At the 11th Convention of the Federation this November, the union representatives will have an important task to accomplish, the election of the members of the different committees, including the Executive Committee. It is with a lot of emotion that Ms. Laurent announced that she will not be seeking another mandate as president of the FIQ also announcing at the same time that four other members of the Executive Committee have decided to bow out. They are Line Larocque, Claude Boucher, Linda Bouchard and Daniel Gilbert.

Her primary concern is always to ensure that there is a strong succession for this position, and today, she is certain that this succession is present and ready to take over the reins of this marvellous labour organization. “The strong position in which the FIQ finds itself, along with the presence of an excellent succession, tells me that this is the ideal time to pass the torch”, she stated.

From now until the November Convention, she will be preparing a transition that will make the organization even stronger. With this in mind, she said that the whole Executive Committee has decided to unanimously support the candidacy of the current 4th vice-president, Ms. Nancy Bédard, who they feel is well prepared and the ideal person to assume these duties. However, she pointed out that this support of the Executive Committee is in no way questioning the democratic right of someone else to submit their candidacy or their right to vote for whomever they want.

Ms. Laurent concluded by stating that taking on the role of the president of the FIQ has proven to be one of life’s greatest gifts. Reiterating that she hasn’t left yet, she will still pursue her work until the next Convention with the same enthusiasm and energy. Until then, there is a lot of work to do, starting with the four days this week.

She wished everyone good debates!

2. APPOINTMENT OF THE CHAIRPERSON AND MEETING SECRETARY

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

Ms. Régine Laurent tabled motion **A17-CE-II-01** (Laurent-Ouellet) and called for the vote.

A17-CE-II-01 BE IT MOVED:

“To appoint Diane Brassard, Chantal Martin and Chantal Pagé as chairpersons and Ms. Fabienne Pouliot as meeting secretary.”

Régine Laurent - Marie-Claude Ouellet

CARRIED UNANIMOUSLY

3. ADOPTION OF THE AGENDA

Presented by: Ms. Diane Brassard, Chairperson.
Reference document: **A17-CE-II-D1** “Proposed agenda”.

Ms. Diane Brassard acted as chairperson and read the proposed agenda, specifying that, as this is a Special Convention, the agenda is closed.

Motion **A17-CE-II-02** (Ouellet-Laurent) was tabled. There being no comments, the Chair called for the vote.

A17-CE-II-02 BE IT MOVED:

“To adopt the agenda of the Special Convention of June 6 and 7, 2017 as presented.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Questions of privilege:

- Ms. Manon Larochelle, delegate from the CISSS de Chaudière-Appalaches and member of the Education-Animation Committee, informed the delegates that a karaoke evening is organized at the end of the debates on Thursday. She invited the members of the CISSSs, CIUSSSs and the other institutions to register as a team for this activity which will be a friendly competition. Lastly, she gave the registration instructions which will start after lunch at the booth set up for this purpose.
- Ms. Lyne Plante, delegate from the CISSS de l'Outaouais, stated that the Regional Action and Consensus-Building Table (TRAC) of Outaouais will participate, for a 5th consecutive year, in the *La nuit des sans-abri (Night of the Homeless)* which takes place this October. As a gesture of solidarity for this cause, she asked for the collaboration of the delegates in bringing all the personal hygiene products in their rooms so that they can be distributed to the homeless during this event. A designated box to collect these items will be placed in the back of the meeting room as of Wednesday.
- Ms. Marie-Claude Ouellet, Executive Committee FIQ, reminded the delegation that the Federation is a democratic organization which, through its structure, has always promoted the involvement of the greatest number possible of members in decision-making, thus giving the delegates attending the various meetings the time to speak. However, it has been brought to the attention of the Executive Committee that, over the last few years, some members have been intimidated following their interventions at the microphone. Ms. Ouellet informed the delegates that the Executive Committee can no longer tolerate such behaviour. She reiterated that the instructions from the chairperson must be respected and that all the union representatives are entitled to their opinions and must be able to express those opinions freely in the different debates.

4. ADOPTION OF THE RECOMMENDATIONS IN DOCUMENT D8 OF THE FEDERAL COUNCIL OF MARCH 21, 22 AND 23, 2017

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

Reference document: **A17-CE-II-D2** "Recommendations of the Federal Council of March 21, 22 and 23, 2017".

Ms. Marie-Claude Ouellet reminded the delegation that, at the Federal Council of last March, it adopted a motion that recommended to the Convention to withdraw from the FIQ Orientations 2015 the mention of a 4th decision-making level, the Council of Regions and regional vice-presidents, as well as the amendments of the Constitution and Bylaws of the FIQ concerning the Executive Committee of the FIQ, in order to keep the status quo.

In order to proceed now with the adoption of the amendments of the Constitution and Bylaws of the FIQ, motion **A17-CE-II-03** (recommendation 1 in document D2) (Ouellet-Laurent) was tabled.

A 15-minute plenary session began. A short deliberative assembly began and then the Chair called for the vote.

A17-CE-II-03 BE IT MOVED:

Recommendation 1 of document D2

"To remove the mention of a 4th decision-making level, the Regional Council and the regional vice-presidents, as well as the amendments of the Constitution and Bylaws of the FIQ concerning the Executive Committee of the Federation in order to maintain the status quo."

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

5. CONSTITUTION AND BYLAWS OF THE FIQ

5.1 Amendments of the Constitution and Bylaws of the FIQ

Presented by: Ms. Marie-Claude Ouellet, Political Officer, accompanied by Ms. Michelle Poirier, Coordinator, and Mr. Louis Jolicoeur, Union Consultant.

Reference documents: **A17-CE-II-D3** “Amendments to the FIQ Constitution and Bylaws” and **A17-CE-II-D4A** “Appendix: Hypotheses on the delegation – disaggregated data, *Regroupement des FIQ*”.

A PowerPoint accompanied the presentation.

In terms of functioning, the Chair gave explained how the presentation would be given on the adoption of the amendments to the Constitution and Bylaws of the FIQ. She stated that document D3 will be divided into four blocks, each block followed by a deliberative assembly:

- Block 1 - Chapters I and III, vote levels 1 to 16
- Block 2 - Chapters IV and V, vote levels 17 to 39
- Block 3 - Chapters VI, VII, VIII and IX, vote levels 40 to 60
- Block 4 - Chapters X, XI, XII and XIV, vote levels 63 to 88

Before beginning the adoption of the amendments to the Constitution and Bylaws of the FIQ and *Regroupement des FIQ* (RFIQ), Ms. Marie-Claude Ouellet wanted to point out that setting up the *Regroupement des FIQ* meets the recommendation adopted at the Special Convention of March 21, 2017 on the creation of a new labour organization in health. This new federation will combine the FIQ and *FIQ / Secteur privé* (FIQP) and coexist within the same entity.

To have an overall view of the new organization, Ms. Ouellet presented the PowerPoint which puts into perspective the decision-making structure of the three federations and the powers they would have so that they can fully carry out their roles.

A 15- minute plenary session began after the presentation.

Ms. Ouellet presented the amendments proposed by the Executive Committee and appearing in document D3 and explained some of them.

A 30-minute plenary session began on the entire document D3.

The following motions were tabled:

- A17-CE-II-30** (Bédard-Bomba)
- A17-CE-II-47** (Bédard-Bomba)
- A17-CE-II-58** (Gilbert-Bouchard)
- A17-CE-II-28** (Lajoie-Bradet)
- A17-CE-II-45** (Lajoie-Bradet)
- A17-CE-II-32** (Joseph-Birbatakos)
- A17-CE-II-43** (Côté-Chiasson)
- A17-CE-II-99** (Ouellet-Laurent)
- A17-CE-II-100** (Ouellet-Laurent)

The delegation agreed to extend the plenary session for the person at the microphone.

Chantal Martin acted as chairperson.

Block 1 - Chapters I and III, vote levels 1 to 16

A 30 minute deliberative assembly began on Block 1.

There being no right to rebuttal used, the Chair called for the vote.

A17-CE-II-04 BE IT MOVED: (amendment)

Vote level 1 of document D3

CHAPTER I - NAME - PURPOSE – HEAD OFFICE
Article 3 - Purpose

Replace subparagraph 1), with: **“to represent at the provincial level, the employees assigned to nursing and cardiorespiratory care, which includes the job titles listed in Schedule 1 of an Act respecting bargaining units in the social affairs sector, except for the private subsidized institutions.”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-05 BE IT MOVED: (amendment)

Vote level 2 of document D3

CHAPTER I - NAME - PURPOSE – HEAD OFFICE
Article 3 - Purpose

“Delete subparagraph 2)”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-06 BE IT MOVED: (amendment)

Vote level 3 of document D3

CHAPTER I - NAME - PURPOSE – HEAD OFFICE
Article 3 - Purpose

In subparagraph 9), change the words: **“FIQ affiliates” for “the affiliated unions.”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

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

Vote level 4 of document D3

CHAPTER I - NAME - PURPOSE – HEAD OFFICE
Article 5 - Jurisdiction

Replace the title **“JURISDICTION”** with **“SCOPE.”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-08 BE IT MOVED: (amendment)

Vote level 5 of document D3

CHAPTER I - NAME - PURPOSE – HEAD OFFICE
Article 5 - Jurisdiction

Replace the text of Article 5 with the following: **“The scope of the Federation extends to the unions representing employees assigned to nursing and cardiorespiratory care, which includes the job titles listed in Schedule 1 of an Act respecting the bargaining units in the social affairs sector, except for the private subsidized institutions. It also includes the *Regroupement interprofessionnel des intervenants retraités des services de santé (RIIRS).*”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

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

Vote level 6 of document D3

CHAPTER I - NAME - PURPOSE – HEAD OFFICE
Article 5 - Jurisdiction

Add a new Chapter II and do the adaptation of the numbering of the following chapters for consistency:

“CHAPTER II – Group of Federations

The FIQ forms a group with the FIQP. The FIQ ensures the delivery of all the services that they offer to their affiliated unions to the unions affiliated to the FIQP. For every dues-paying member of their affiliated unions, the FIQP must pay the FIQ the annual dues set by the FIQ Convention by a 2/3 vote unless the Federal Councils of the FIQ and the FIQP decide otherwise.

These dues are payable in 12 payments due the first of each month.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

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

Vote level 7 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 1 - Conditions of eligibility

In subparagraph 4), 1st bullet, add the words **“constitution and”** after the words **“of its”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-11 BE IT MOVED: (amendment)

Vote level 8 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 1 - Conditions of eligibility

In subparagraph 4), 3rd bullet, replace the word “**officers**” with “**representatives**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-12 BE IT MOVED: (amendment)

Vote level 9 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 4 – Disaffiliation Procedure

In subparagraph 1), delete the word “**calendar.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-13 BE IT MOVED: (amendment)

Vote level 10 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 4 – Disaffiliation Procedure

In subparagraph 10) delete the word “**special.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-14 BE IT MOVED: (amendment)

Vote level 11 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 4 – Disaffiliation Procedure

Replace the words “**takes effect**” with “**goes into effect.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-15 BE IT MOVED: (amendment)

Vote level 12 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 5 - Suspension – Removal from the Roll

In subparagraph 2), after the word “**suspension**”, delete the words “**and/or removal from the roll**” and change the words “**The union concerned must receive a notice of at least thirty (30) days**” to “**A notice of at least thirty (30) days must be communicated to the union concerned.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-16 BE IT MOVED: (amendment)

Vote level 13 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 5 - Suspension – Removal from the Roll

In subparagraph 3), delete the words “**or removal from the roll**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-17 BE IT MOVED: (amendment)

Vote level 14 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 5 - Suspension – Radiation

In subparagraph 4), after the word “**Convention**” delete the following text: “**before the Convention votes on the removal from the roll. The removal from the roll adopted by the Convention goes into effect immediately.**” And add the following words: “**which confirms or invalidates the decision.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-18 BE IT MOVED: (amendment)

Vote level 15 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 5 - Suspension – Radiation

After subparagraph 4), add the following paragraph:

“**A notice of at least thirty (30) days before the date of the Convention meeting at which the removal from the roll will be discussed must be given to the union concerned.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-19 BE IT MOVED: (amendment)

Vote level 16 of document D3

CHAPTER III - ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL
Article 5 - Suspension – Radiation

After the preceding subparagraph, add the following paragraph:

“**A union liable to removal from the roll has the right to be heard by the Convention before a decision is made. The removal from the roll, once approved by the Convention goes into effect immediately.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Block 2 - Chapters IV and V, vote levels 17 to 39

A 60-minute deliberative assembly began on Block 2.

The Chair asked the movers of the motions to go to the microphones to explain the motions they had tabled.

Ms. Manon Larochelle requested permission to introduce a new motion and the delegation agreed. Motion **A17-CE-II-29** (Larochelle-Morissette) was tabled.

Mr. Cyril Gabreau requested permission to introduce a new motion and the delegation agreed. Motion **A17-CE-II-46** (Gabreau-Dillembourg) was tabled.

Ms. Denyse Joseph used her right to rebuttal, then the Chair called for the vote.

A17-CE-II-20 BE IT MOVED: (amendment)

Vote level 17 of document D3

CHAPTER IV - CONVENTION
Article 1 – Powers

In the 1st paragraph of the preamble, replace the sentence: **“It adopts general policies on union and political matters, sets broad lines of action and priorities”** with the following sentence: **“It adopts the political and union orientations and the priorities.”**

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-21 BE IT MOVED: (amendment)

Vote level 18 of document D3

CHAPTER IV - CONVENTION
Article 1 – Powers

In the 2nd paragraph, delete the words: **“among others”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-22 BE IT MOVED: (amendment)

Vote level 19 of document D3

CHAPTER IV - CONVENTION
Article 1 – Powers

In subparagraph 1), delete the word: **“main”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-23 BE IT MOVED: (amendment)

Vote level 20 of document D3

CHAPTER IV - CONVENTION
Article 1 – Powers

In subparagraph 2) replace the words **“three (3)”** with **“four (4)”** and add the following words at the end: **“except for the president who is elected by the Provincial Convention of the *Regroupement des FIQ*”**

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-24 BE IT MOVED: (amendment)

Vote level 21 of document D3

CHAPTER IV - CONVENTION
Article 1 – Powers

Add the following paragraph after subparagraph 2): **“to elect the Internal Audit Committee;”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-25 BE IT MOVED: (amendment)

Vote level 22 of document D3

CHAPTER IV - CONVENTION
Article 1 – Powers

Delete subparagraph 6)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-26 BE IT MOVED: (amendment)

Vote level 23 of document D3

CHAPTER IV - CONVENTION
Article 1 – Powers

Delete subparagraph 7)

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-27 BE IT MOVED: (amendment)

Vote level 24 of document D3

CHAPTER IV - CONVENTION
Article 2 - Sitting of the Convention or a Special Convention

In subparagraph 1), replace the word **“three (3)”** with **“four (4)”** and, after the words: **“in the spring”** add the words: **“usually contiguously with the Provincial Convention of the *Regroupement des FIQ*”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-30 BE IT MOVED: (amendment)

CHAPTER IV – CONVENTION
Article 3 - Composition

“Replace the number of members and the number of delegates with:

<u>Number of members</u>	<u>Number of delegates</u>
0001 to 0050	1
0051 to 0100	2
0101 to 0150	3
0151 to 0250	4
0251 to 0350	5
0351 to 0500	6
0501 to 0800	7
0801 to 1100	8
1101 to 1400	9
1401 to 1700	10
1701 to 2000	11
2001 to 2300	12
2301 to 2600	13
2601 to 3000	14
3001 to 3400	15
3401 to 3800	16
3801 to 4200	17
4201 to 4600	18
4601 to 5000	19
5001 and more	20

Add two (2) delegates to this coming from the former CSSS or an institution with more than 500 members that was not a CSSS for every CISSS and CIUSSS.”

Nancy Bédard - Roberto Bomba

A17-CE-II-28 BE IT MOVED: (sub-amendment)

CHAPTER IV - CONVENTION
Article 3 - Composition

“400 members instead of 500 members and add or from a transfer of more than 400 members.”

Patricia Lajoie - Pierre-Olivier Bradet

CARRIED BY A 2/3 MAJORITY

A17-CE-II-29 BE IT MOVED: (sub-amendment)

CHAPTER IV - CONVENTION
Article 3 - Composition

“Delete the words “**coming from**” in Chapters IV and V, Article 3 and replace it with the word “**per**”.

Manon Larochelle - Isabelle Morissette

CARRIED BY A 2/3 MAJORITY

A17-CE-II-30 BE IT MOVED: (as amended)

CHAPTER IV – CONVENTION
Article 3 - Composition

“Replace the number of members and the number of delegates with:

<u>Number of members</u>	<u>Number of delegates</u>
0001 to 0050	1
0051 to 0100	2
0101 to 0150	3
0151 to 0250	4
0251 to 0350	5
0351 to 0500	6
0501 to 0800	7
0801 to 1100	8
1101 to 1400	9
1401 to 1700	10
1701 to 2000	11
2001 to 2300	12
2301 to 2600	13
2601 to 3000	14
3001 to 3400	15
3401 to 3800	16
3801 to 4200	17
4201 to 4600	18
4601 to 5000	19
5001 and more	20

Add two (2) delegates to this per former CSSS or for an institution with more than 400 members or from a transfer of more than 400 members that was not a CSSS for every CISSS and CIUSSS.”

Nancy Bédard - Roberto Bomba

CARRIED BY A 2/3 MAJORITY

A17-CE-II-31 BE IT MOVED: (amendment)

Vote level 25 of document D3

CHAPTER IV - CONVENTION
Article 3 - Composition

In subparagraph 3), delete the words: “**and three (3) other members of the board of directors**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-32 BE IT MOVED: (amendment)

CHAPTER IV – CONVENTION
Article 6 – Right to vote

“Add to Chapters IV and V, Article 6 – Right to vote, in subparagraph 3:

Notwithstanding the above, the total number of votes may be divided among the delegates registered within the deadline, providing that the number of registered delegates represents a minimum of 70% of their total delegation.”

Denyse Joseph - Stavros Birbatakos

CARRIED BY A 2/3 MAJORITY

A17-CE-II-33 BE IT MOVED: (amendment)

Vote level 26 of document D3

CHAPTER IV - CONVENTION
Article 6 – Right to vote

Replace subparagraph 4) with the following: “**Notwithstanding the above, the delegates who come from a certification with more than fifty (50) members but less than one hundred (100) are entitled to one (1) vote each;**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-34 BE IT MOVED: (amendment)

Vote level 27 of document D3

CHAPTER IV - CONVENTION
Article 6 – Right to vote

In subparagraph 5), delete the words: “**the three (3) other members of the board of directors**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-35 BE IT MOVED: (amendment)

Vote level 28 of document D3

CHAPTER V – FEDERAL COUNCIL
Article 1 - Powers

In the preamble of the 2nd paragraph, delete the words: “**among others**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-36 BE IT MOVED: (amendment)

Vote level 29 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 1 - Powers

Delete subparagraph 3)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-37 BE IT MOVED: (amendment)

Vote level 30 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 1 - Powers

Delete subparagraph 4)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-38 BE IT MOVED: (amendment)

Vote level 31 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 1 - Powers

Delete subparagraph 10)

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-39 BE IT MOVED: (amendment)

Vote level 32 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 1 - Powers

Delete subparagraph 13)

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-40 BE IT MOVED: (amendment)

Vote level 33 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 1 - Powers

Delete subparagraph 14)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-41 BE IT MOVED: (amendment)

Vote level 34 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 1 - Powers

Delete subparagraph 15)

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-42 BE IT MOVED: (amendment)

Vote level 35 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 1 - Powers

Add a new paragraph before subparagraph 16): **“to endorse the services agreement concluded between the FIQ and the FIQP”;**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-44 BE IT MOVED: (amendment)

Vote level 36 of document D3

CHAPTER V - FEDERAL COUNCIL

Article 2 - Sitting of the Federal Council or Special Federal Council (C-06-2008)

In subparagraph 1), replace the first two sentences with the following sentence: **“The Federal Council sits at least once (1) a year, usually contiguously with the Provincial Council of the FIQ².”**

Marie-Claude Ouellet - Régine Laurent

A17-CE-II-43 BE IT MOVED: (sub-amendment)

Vote level 36 of document D3

CHAPTER V - FEDERAL COUNCIL

Article 2 - Sitting of the Federal Council or Special Federal Council (C-06-2008)

“That the Federal Council sit at least twice (2) a year.”

Martine Côté - Sandra Chiasson

CARRIED BY A 2/3 MAJORITY

A17-CE-II-44 BE IT MOVED: (as amended)

Vote level 36 of document D3

CHAPTER V - FEDERAL COUNCIL

Article 2 - Sitting of the Federal Council or Special Federal Council (C-06-2008)

In subparagraph 1), replace the first two sentences with the following sentence: **“The Federal Council sits at least twice (2) a year, usually contiguously with the Provincial Council of the *Regroupement des FIQ*.”**

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-47 BE IT MOVED: (amendment)

CHAPTER V - FEDERAL COUNCIL
Article 3 - Composition

“Replace the number of members and the number of delegates with:

<u>Number of members</u>	<u>Number of delegates</u>
0001 to 0050	1
0051 to 0200	2
0201 to 0400	3
0401 to 0700	4
0701 to 1000	5
1001 to 1300	6
1301 to 1600	7
1601 to 1900	8
1901 to 2200	9
2201 to 2500	10
2501 to 3000	11
3001 to 3500	12
3501 to 4000	13
4001 to 4500	14
4501 to 5000	15
5001 and more	16

Add one (1) delegate to this from the former CSSSs or from an institution of more than 500 members that was not a CSSS for every CISSS and CIUSSS.”

Nancy Bédard - Roberto Bomba

A17-CE-II-45 BE IT MOVED: (sub-amendment)

CHAPTER V - FEDERAL COUNCIL
Article 3 - Composition

“400 members instead of 500 members and add or transfer of more than 400 members.”

Patricia Lajoie - Pierre-Olivier Bradet

CARRIED BY A 2/3 MAJORITY

A17-CE-II-46 BE IT MOVED: (sub-amendment)

CHAPTER V - FEDERAL COUNCIL
Article 3 - Composition

“Replace the number of members and delegates in Chapter V – FEDERAL COUNCIL with:

<u>Number of members</u>	<u>Number of delegates</u>
0001 to 0050	1
0051 to 0150	2
0151 to 0400	3

Then the same as the motion.”

Cyril Gabreau - Philippe Dillembourg

CARRIED BY A 2/3 MAJORITY

A17-CE-II-47 BE IT MOVED: (as amended)

CHAPTER V - FEDERAL COUNCIL
Article 3 - Composition

“Replace the number of members and the number of delegates with:

<u>Number of members</u>	<u>Number of delegates</u>
0001 to 0050	1
0051 to 0150	2
0151 to 0400	3
0401 to 0700	4
0701 to 1000	5
1001 to 1300	6
1301 to 1600	7
1601 to 1900	8
1901 to 2200	9
2201 to 2500	10
2501 to 3000	11
3001 to 3500	12
3501 to 4000	13
4001 to 4500	14
4501 to 5000	15
5001 and more	16

Add one (1) delegate to this per former CSSS or from an institution of more than 500 members that was not a CSSS or from a transfer of more than 400 members that was not a CSSS for every CISSS and CIUSSS.”

Nancy Bédard - Roberto Bomba

CARRIED BY A 2/3 MAJORITY

A17-CE-II-48 BE IT MOVED: (amendment)

Vote level 37 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 3 - Composition

In subparagraph 3), delete the words: “**and the three (3) other members of the board of directors**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-49 BE IT MOVED: (amendment)

Vote level 38 of document D3

CHAPTER V - FEDERAL COUNCIL
Article 6 – Right to vote

Replace subparagraph 4) with the following: “**Notwithstanding the above, the delegates who come from a certification with more than fifty (50) members but less than one hundred (100) are entitled to one (1) vote each;**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-50 BE IT MOVED: (amendment)

Vote level 39 of document D3

CHAPTER V - FEDERAL COUNCIL

Article 6 – Right to vote

In subparagraph 5), delete the words: “**the three (3) other members of the board of directors**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Block 3 - Chapters VI, VII, VIII and IX, vote levels 40 to 60

A 30-minute deliberative assembly began on Block 3.

There being no right to rebuttal, the Chair called for the vote.

A17-CE-II-51 BE IT MOVED: (amendment)

Vote level 40 of document D3

CHAPTER VI - COMMISSIONS

Delete this chapter

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-52 BE IT MOVED: (amendment)

Vote level 41 of document D3

CHAPTER VII – THE EXECUTIVE COMMITTEE

Article 1 - Powers

Delete the words: “**among others**” in the last line of the preamble

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-53 BE IT MOVED: (amendment)

Vote level 42 of document D3

CHAPTER VII - THE EXECUTIVE COMMITTEE

Article 1 - Powers

Delete subparagraph 6)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-54 BE IT MOVED: (amendment)

Vote level 43 of document D3

CHAPTER VII - THE EXECUTIVE COMMITTEE
Article 1 - Powers

Delete subparagraph 14)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-55 BE IT MOVED: (amendment)

Vote level 44 of document D3

CHAPTER VII - THE EXECUTIVE COMMITTEE
Article 2 – Sitting of the Executive Committee

Reverse **“ARTICLE 2 – SITTING OF THE EXECUTIVE COMMITTEE”** with **“ARTICLE 3 – COMPOSITION”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-56 BE IT MOVED: (amendment)

Vote level 45 of document D3

CHAPTER VII - THE EXECUTIVE COMMITTEE
Article 2 - Sitting of the Executive Committee

After the 2nd paragraph, add: **“This notice must specify the agenda for the meeting of the Executive Committee of the Federation, whenever possible.”**

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-57 BE IT MOVED: (amendment)

Vote level 46 of document D3

CHAPTER VII - THE EXECUTIVE COMMITTEE
Article 2 - Sitting of the Executive Committee

In the 3rd paragraph, replace the words **“given”** with: **“conveyed”** and **“telegram”** with **“email”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-58 BE IT MOVED: (amendment)

CHAPTER VII - THE EXECUTIVE COMMITTEE
Article 3 - Composition

Replace the list of vice-presidents with:

6 vice-presidents including:

- 1 nurse vice-president;
- 1 licensed practical nurse vice-president;
- 1 respiratory therapist vice-president”

Daniel Gilbert - Linda Bouchard

CARRIED UNANIMOUSLY

A17-CE-II-59 BE IT MOVED: (amendment)

Vote level 47 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 1 - President

Add the following sentence at the beginning of the text: **“The president of the FIQ is by right the president of the *Regroupement des FIQ*.”**

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-60 BE IT MOVED: (amendment)

Vote level 48 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 1 - President

In subparagraph 4), replace the word **“an ex-officio”** with: **“by right a”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-61 BE IT MOVED: (amendment)

Vote level 49 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 2 - Vice-Presidents

Delete subparagraph 5)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-62 BE IT MOVED: (amendment)

Vote level 50 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 3 - Secretary

Add the following sentence before the beginning of the text: "**The secretary of the Executive Committee of the Federation has the same duties and powers for the *Regroupement des FIQ* as she does for the FIQ.**"

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-63 BE IT MOVED: (amendment)

Vote level 51 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 3 - Secretary

In subparagraph 3), replace the words "**ten (10)**" with: "**four (4)**"

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-64 BE IT MOVED: (amendment)

Vote level 52 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 3 - Secretary

The amendment for subparagraph 6) does not apply to the English version.

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-65 BE IT MOVED: (amendment)

Vote level 53 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 3 - Secretary

After subparagraph 9), add a new subparagraph: "**to exercise the political responsibility for one or several sectors or services of the Federation;**"

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-66 BE IT MOVED: (amendment)

Vote level 54 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 4 - Treasurer

Add the following sentence at the beginning of the text: "**The treasurer of the Executive Committee of the Federation has the same duties and powers for the *Regroupement des FIQ* as she does for the FIQ.**"

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-67 BE IT MOVED: (amendment)

Vote level 55 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 4 - Treasurer

Reverse subparagraphs 8) and 9)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-68 BE IT MOVED: (amendment)

Vote level 56 of document D3

CHAPTER VIII - DUTIES AND POWERS OF THE ELECTED OFFICERS
Article 4 - Treasurer

After subparagraph 9), add a new subparagraph: **“to exercise political responsibility for one or several sectors or services of the Federation;”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-69 BE IT MOVED: (amendment)

Vote level 57 of document D3

CHAPTER IX - COMMITTEES
Article 3

Delete the bullets: **“standing committees;”** and **“committees stipulated in the collective agreement;”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-70 BE IT MOVED: (amendment)

Vote level 58 of document D3

CHAPTER IX - COMMITTEES
Article 3

In the next paragraph, delete the words: **“and the Bylaws of the Union Defence Fund”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-71 BE IT MOVED: (amendment)

Vote level 59 of document D3

CHAPTER IX - COMMITTEES
Article 3

Delete the paragraph on **“the standing committees”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-72 BE IT MOVED: (amendment)

Vote level 60 of document D3

CHAPTER IX - COMMITTEES
Article 3

Delete the paragraph on “**the committees stipulated in the collective agreement**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Block 4 - Chapters X, XI, XII and XIV, vote levels 63 to 88

A 30-minute deliberative assembly began on Block 4.

There being no right to rebuttal, the Chair called for the vote.

A17-CE-II-73 BE IT MOVED: (amendment)

Vote level 63 of document D3

CHAPTER X - ELECTIONS

Add the following sentence before PART I: “**The Election Committee of the *Regroupement des FIQ* is responsible for the organization and supervision of the elections.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-74 BE IT MOVED: (amendment)

Vote level 64 of document D3

CHAPTER X - ELECTIONS
PART I - ELECTION RULES (C-06-2011)
Article 1

In **ARTICLE 1**, add, at the beginning of the sentence, the words: “**Except for the position of president,**”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-75 BE IT MOVED: (amendment)

Vote level 65 of document D3

CHAPTER X - ELECTIONS
PART I - ELECTION RULES (C-06-2011)
Article 2 - Eligibility

In **Article 2**, delete the words “of the Federation” after “committees”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-76 BE IT MOVED: (amendment)

Vote level 66 of document D3

CHAPTER X - ELECTIONS
PART I - ELECTION RULES (C-06-2011)
Article 3 – Election Notice

Change the word: **“thirty (30)”** to **“sixty (60)”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-77 BE IT MOVED: (amendment)

Vote level 67 of document D3

CHAPTER X - ELECTIONS
PART I – ELECTION RULES (C-06-2011)
Article 4 - Nomination

In subparagraph 1), delete the words: **“of the Federation”** and make the parallels in the entire text except in the titles

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-78 BE IT MOVED: (amendment)

Vote level 68 of document D3

CHAPTER X - ELECTIONS
PART I – ELECTION RULES (C-06-2011)
Article 4 - Nomination

In subparagraph 3), change the words: **“twenty-four (24) hours after the official opening of the Convention”** to: **“the time set for the start of the meeting which appears on the notice of convocation sent by the secretary”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-79 BE IT MOVED: (amendment)

Vote level 69 of document D3

CHAPTER X - ELECTIONS
PART I – ELECTION RULES (C-06-2011)
Article 4 - Nomination

Replace subparagraph 4) with: **“At the end of the president’s speech at the Provincial Convention, the president of the elections will declare elected by acclamation all the candidates where the number of candidate(s) is equal to or less than the number of positions to fill;”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-80 BE IT MOVED: (amendment)

Vote level 70 of document D3

CHAPTER X - ELECTIONS
PART I – ELECTION RULES (C-06-2011)
Article 4 - Nomination

Add the following paragraph before subparagraph 5): **“A list of the names of the elected candidates and the names of the candidates for the positions up for election is posted in a location that is accessible to all the delegates. This posted list is updated after each extension of the nomination period;”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-81 BE IT MOVED: (amendment)

Vote level 71 of document D3

CHAPTER X - ELECTIONS
PART I – ELECTION RULES (C-06-2011)
Article 5 - Elections

In subparagraph 2), add **“names of”** after the words **“list of”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-82 BE IT MOVED: (amendment)

Vote level 72 of document D3

CHAPTER X - ELECTIONS
PART I – ELECTION RULES (C-06-2011)
Article 5 - Elections

In subparagraph 6), replace the word **“voided”** with **“cancelled”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-83 BE IT MOVED: (amendment)

Vote level 73 of document D3

CHAPTER X - ELECTIONS
PART I – ELECTION RULES (C-06-2011)
Article 7 – Vacancies on the Executive Committee and on a committee of the Federation (C-06-2011)

In subparagraph 1), delete the words: **“of the Federation”** after the word: **“committee”**.

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-84 BE IT MOVED: (amendment)

Vote level 74 of document D3

CHAPTER X - ELECTIONS

PART I – ELECTION RULES (C-06-2011)

Article 8 – Dismissal from the Executive Committee and the committees of the Federation (C-06-2011)

Replace the word “**voided**” with “**cancelled**” in the last paragraph

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-85 BE IT MOVED: (amendment)

Vote level 75 of document D3

CHAPTER X - ELECTIONS

PART I – ELECTION RULES (C-06-2011)

Article 8 - Dismissal from the Executive Committee and the committees of the Federation (C-06-2011)

Add the following sentence at the end of Article 8: “**In the event a member of the Executive Committee of the Federation is dismissed, she is considered to have resigned from the Provincial Executive Committee.**”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-86 BE IT MOVED: (amendment)

Vote level 76 of document D3

CHAPTER X - ELECTIONS

PART II – ELECTION COMMITTEE (C-06-2011)

Delete this part

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-87 BE IT MOVED: (amendment)

Vote level 77 of document D3

CHAPTER XI – FINANCIAL PROVISIONS

Article 1 – Fiscal Year

Change the words “**ends on December 31 of each year**” to “**is from January 1 to December 31**” in Article 1.

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-88 BE IT MOVED: (amendment)

Vote level 78 of document D3

CHAPTER XI - FINANCIAL PROVISIONS
Article 4 - Contracts

Change the words: "**elected officers**" to: "**members of the Executive Committee of the Federation**"

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-89 BE IT MOVED: (amendment)

Vote level 79 of document D3

CHAPTER XI - FINANCIAL PROVISIONS
Article 5 - Cheques and Bills

Replace the words "**the officers or the**" with: "**one or more members of the Executive Committee of the Federation or by one or more**".

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-90 BE IT MOVED: (amendment)

Vote level 80 of document D3

CHAPTER XI - FINANCIAL PROVISIONS
Article 5 - Cheques and Bills

Replace the words "**officers or representatives**" with: "**persons**".

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-91 BE IT MOVED: (amendment)

Vote level 81 of document D3

CHAPTER XI - FINANCIAL PROVISIONS
Article 6 - Loans

Replace the word "**officers**" with: "**members**" in the paragraph after subparagraph 6)

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-92 BE IT MOVED: (amendment)

Vote level 82 of document D3

CHAPTER XI - FINANCIAL PROVISIONS
Article 7 – Possession of Securities

Replace the words "**The officers of the Federation**" with: "**The members of the Executive Committee of the Federation**"

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-93 BE IT MOVED: (amendment)

Vote level 83 of document D3

CHAPTER XII – INTERNAL AUDIT COMMITTEE
Article 3 - Mandate

Change the word “**Federation**” to: “**FIQ and the *Regroupement des FIQ***” and change the words: “**the Federal Council or the Convention**” to: “**the respective decision-making bodies**” in the first paragraph

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-94 BE IT MOVED: (amendment)

Vote level 84 of document D3

CHAPTER XII - INTERNAL AUDIT COMMITTEE
Article 3 - Mandate

Change the word “**Federation**” to: “**FIQ and the *Regroupement des FIQ***” in the second paragraph

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-95 BE IT MOVED: (amendment)

Vote level 85 of document D3

CHAPTER XII - INTERNAL AUDIT COMMITTEE
Article 3 - Mandate

Change the words: “**to the Executive Committee of the Federation, the Federal Council and the Convention**” to “**the appropriate decision-making bodies**” in the third paragraph

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-96 BE IT MOVED: (amendment)

Vote level 86 of document D3

CHAPTER XIV - MODIFICATIONS OF THE BYLAWS
Article 1 - Amendments

Add the words “**constitution and**” before the word “**bylaws**” throughout the chapter

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-97 BE IT MOVED: (amendment)

Vote level 87 of document D3

CHAPTER XIV - MODIFICATIONS OF THE BYLAWS
Article 1 - Amendments

Add the following paragraph at the end: **“Notwithstanding the above, the Federal Council can adopt all amendments of the constitution and bylaws which cover the parallels with the Constitution and Bylaws of the *Regroupement des FIQ*.”**

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-98 BE IT MOVED: (amendment)

Vote level 88 of document D3

UNION DEFENCE FUND BYLAWS

Delete the Union Defence Fund Bylaws

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A 10-minute deliberative assembly began on motions **A17-CE-II-99** (Ouellet-Laurent) and **A17-CE-II-100** (Ouellet-Laurent).

There being no right to rebuttal, the Chair called for the vote.

A17-CE-II-99 BE IT MOVED:

“To adopt the Constitution and Bylaws of the FIQ as amended.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-100 BE IT MOVED:

“That the amendments of the Constitution and Bylaws of the FIQ go into effect at the adjournment of the Federal Council of June 8 and 9, 2017.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Adjournment at 16:10.

WEDNESDAY, JUNE 7, 2017

Meeting resumed at 09:03.

Chantal Pagé acted as chairperson.

Questions of privilege:

- Ms. Lise-Anne Deshaies, Executive Director of the *Polyclinique Médicale Populaire*, informed the delegation that the *Fondation Docteur Benoit Deshaies* is holding a booth today to collect funds by selling jewellery. She stated that the mission of the Fondation, set up by her father in 1998, is to offer different support services for victims of work accidents or occupational diseases so they can get justice from the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST). In closing, Ms. Deshaies asked for the support of the delegates in contributing to better visibility for the foundation in their institutions in order to continue her father's work.

- Ms. Sonia Trépanier, volunteer for the *Fondation Léo Cormier*, informed the delegates that the *Fondation* is here to exhibit fair trade products and products produced by Québec artisans. She reminded the delegates that the *Fondation Léo Cormier* supports sociopolitical education and maintains close ties with the *Ligue des droits et libertés*. Ms. Trépanier asked them to support this foundation by buying fair trade products. The profits are used to fully fund the "*Droits et libertés*" magazine that was handed out to them this morning.

6. CONSTITUTION AND BYLAWS OF THE *REGROUPEMENT DES FIQ*

6.1 Adoption of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ*

Presented by: Ms. Marie-Claude Ouellet, Political Officer, accompanied by Ms. Michelle Poirier, Coordinator, and Mr. Louis Jolicoeur, Union Consultant.

Reference documents: **A17-CE-II-D4** "*Regroupement des FIQ: Constitution, Bylaws and Operating Protocol - Union Defence Fund Bylaws*" and **A17-CE-II-D2** "*Recommendations of the Federal Council of March 21, 22 and 23, 2017*".

Ms. Marie-Claude Ouellet presented document D4, gave details and explained the changes and additions that were made to it.

It was with pride that she pointed out that this is the result of the culmination of two years of work that led to the setting up of the *FIQ | Secteur privé* and the *Regroupement des FIQ*. Today, a new page in the history of the FIQ emerges and the first page in the history of the *Regroupement des FIQ* that we will experience together!

A 30-minute plenary session began on document D4.

The following motions were tabled:

- A17-CE-II-106** (Ouellet-Laurent)
- A17-CE-II-107** (Ouellet-Laurent)
- A17-CE-II-110** (Ouellet-Laurent)
- A17-CE-II-111** (Ouellet-Laurent)
- A17-CE-II-113** (Provencher-Charbonneau)
- A17-CE-II-118** (Lajoie-Lajeunesse)

In terms of functioning, the Chair gave instructions on how the vote would take place and indicated that a deliberative assembly would be held on each chapter in document D4, which would be followed by a vote, chapter by chapter.

Statement of Principles and Chapter I – Name – Purpose – Head Office

A 10-minute deliberative assembly began on the Statement of Principles and Chapter I.

There being no rights to rebuttal, the Chair called for the vote.

A17-CE-II-101 BE IT MOVED:

“To adopt the Statement of Principles as presented.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-102 BE IT MOVED:

Document D4

CHAPTER I - NAME - PURPOSE – HEAD OFFICE

“To adopt Chapter I of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ*.”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

Chapter II – Regroupement des FIQ

A brief deliberative assembly began on Chapter II, followed by the call for the vote.

A17-CE-II-103 BE IT MOVED:

Document D4

CHAPTER II – REGROUPEMENT DES FIQ

“To adopt Chapter II of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ*.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Chapter III – Provincial Convention

The Chair read motions **A17-CE-II-106** (Ouellet-Laurent) and **A17-CE-II-107** (Ouellet-Laurent) on the table for debate.

A 10-minute deliberative assembly began on Chapter III.

Ms. Sophie Séguin requested permission to introduce a new motion and the delegation agreed. Motion **A17-CE-II-108** (Séguin-Foisy) was tabled.

Ms. Julie Lebrun requested permission to introduce a new motion and the delegation agreed. Motion **A17-CE-II-104** (Lebrun-Gagné) was tabled then the Chair called the vote.

A17-CE-II-104 BE IT MOVED:

“To suspend the rules of procedure in order to have a discussion on the current debate before the vote.”

Julie Lebrun - Jean-François Gagné

CARRIED BY A 2/3 MAJORITY

Considering the adoption of motion **A17-CE-II-104**, the Chair informed the delegation that she was suspending the work until 10:30 to allow her time to discuss it.

In terms of functioning, the Chair explained how the work would continue.

A 30-minute deliberative assembly began on the motions tabled.

Motion **A17-CE-II-105** (Deschênes-Lecours Loiselle) was tabled.

Considering the nature of motion **A17-CE-II-105** (Deschênes-Lecours Loiselle), the Chair suspended the deliberative assembly on the tabled motions.

A 15-minute deliberative assembly began on motion **A17-CE-II-105** (Deschênes-Lecours Loiselle).

Mr. Claude Deschênes used his right to rebuttal, then the Chair called for the vote on motion **A17-CE-II-105** (Deschênes-Lecours Loiselle).

A17-CE-II-105 BE IT MOVED:

“To reconsider the decision regarding Chapters 4 and 5 in document D3 on the Constitution and Bylaws of the FIQ.”

Claude Deschênes - Jean-Louis Lecours Loiselle

DEFEATED BY A MAJORITY VOTE

As stated, the deliberative assembly on the motions on Chapter III continued.

Ms. Sophie Séguin used her right to rebuttal then the Chair called for the vote.

A17-CE-II-109 BE IT MOVED:

Document D4

CHAPTER III – PROVINCIAL CONVENTION

“To adopt Chapter III of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ*.”

Marie-Claude Ouellet - Régine Laurent

A17-CE-II-106 BE IT MOVED: (amendment)

Document D4

CHAPTER III – PROVINCIAL CONVENTION

“In Chapter III, Article 3, subparagraph 1):

Amend the last paragraph as follows: Add two (2) delegates to this per former CSSS or per institution with more than 400 members or from a transfer of more than 400 members that was not a CSSS for every CISSS and CIUSSS.”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-107 BE IT MOVED: (amendment)

Document D4

CHAPTER III – PROVINCIAL CONVENTION

“In Chapters III and VI, Article 6, in subparagraph 3:
Notwithstanding the above, the total number of votes may be divided among the delegates registered within the deadline, providing that the number of registered delegates represents a minimum of 70% of their total delegation.”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-108 BE IT MOVED: (counter-proposal)

Document D4

CHAPTER III – PROVINCIAL CONVENTION

“Keep the text in document D4, Article 6 – Right to Vote, subparagraph 3).”

Sophie Séguin - Véronique Foisy

DISPOSED OF BY THE ADOPTION OF A17-CE-II-107

A17-CE-II-109 BE IT MOVED: (as amended)

Document D4

CHAPTER III – PROVINCIAL CONVENTION

“To adopt Chapter III of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ* as amended.”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

Chapter IV – Provincial Council

The Chair read motions **A17-CE-II-110** (Ouellet-Laurent) and **A17-CE-II-111** (Ouellet-Laurent) tabled for debate.

A 10-minute deliberative assembly began on Chapter IV.

There being no rights of rebuttal, the Chair called for the vote.

A17-CE-II-112 BE IT MOVED:

Document D4

CHAPTER IV – PROVINCIAL COUNCIL

“To adopt Chapter IV of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ*.”

Marie-Claude Ouellet - Régine Laurent

A17-CE-II-110 BE IT MOVED: (amendment)

Document D4

CHAPTER IV – PROVINCIAL COUNCIL

“To modify the composition of the delegation in Chapter IV – PROVINCIAL COUNCIL, Article 3 - Composition, subparagraph 1):

<u>Number of members</u>	<u>Number of delegates</u>
0001 to 0050	1
0051 to 0150	2
0151 to 0400	3

Leaving the rest as is.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-111 BE IT MOVED: (amendment)

Document D4

CHAPTER IV – PROVINCIAL COUNCIL

Article 3 - Composition, subparagraph 1) :

“Amend the last paragraph as follows: Add one (1) delegate to this per former CSSS or per institution of more than 400 members or per transfer of more than 400 members who were not a CSSS for every CIUSSS or CIUSSS.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-112 BE IT MOVED: (as amended)

Document D4

CHAPTER IV – PROVINCIAL COUNCIL

“To adopt Chapter IV of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ* as amended.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Chapter V – Provincial Executive Committee

The Chair read the motions put on the table for debate for Chapter V and opened a 10-minute deliberative assembly.

Ms. Marie-Claude Ouellet requested permission to introduce a new motion and the delegation agreed.

The delegation agreed and motion **A17-CE-II-114** (Ouellet-Bédard) was tabled.

A 10-minute deliberative assembly began.

Considering the tabling of motion **A17-CE-II-114** (Ouellet-Bédard), Mr. Denis Provencher asked for the withdrawal of his motion **A17-CE-II-113** (Provencher-Charbonneau) then the Chair called for the vote.

A17-CE-II-115 BE IT MOVED:

Document D4

CHAPTER V – PROVINCIAL EXECUTIVE COMMITTEE

“To adopt Chapter V of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ*.”

Marie-Claude Ouellet - Régine Laurent

A17-CE-II-113 BE IT MOVED: (amendment)

Document D4

CHAPTER V – PROVINCIAL EXECUTIVE COMMITTEE

Article 4 - Quorum

“The quorum is seven (7) people...”

Denis Provencher - Francis Charbonneau

WITHDRAWN BY A MAJORITY VOTE

A17-CE-II-114 BE IT MOVED: (amendment)

Document D4

CHAPTER V – PROVINCIAL EXECUTIVE COMMITTEE

Article 4 - Quorum

“Amend the motion on the quorum for the Provincial Executive Committee in the following manner: The quorum is six (6) people, including five (5) from the FIQ and one (1) from the FIQP.”

Marie-Claude Ouellet - Nancy Bédard

CARRIED BY A 2/3 MAJORITY

A17-CE-II-115 BE IT MOVED: (as amended)

Document D4

CHAPTER V - PROVINCIAL EXECUTIVE COMMITTEE

“To adopt Chapter V of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ* as amended.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CF-II-116 BE IT MOVED:

Recommendation 2 in document D2

“To set up a Provincial Executive Committee, which would also appear in the Constitution and Bylaws of the *Regroupement des FIQ*:

PROVINCIAL EXECUTIVE COMMITTEE

The Provincial Executive Committee assumes the planning, administration and control of the Federation. It ensures follow-up on the debates, activities and mandates. It takes stands on all questions in line with the orientations of the organization and in the collective interest.

It encourages, in collaboration with the presidents of the affiliated unions, the presence and influence of the *Regroupement des FIQ* in the regions. Lastly, it ensures consistency in union action in the implementation of the action plans.

ARTICLE 1- POWERS

The Provincial Executive Committee has the following powers:

1. To execute the decisions of the Provincial Convention and the Provincial Council;
2. To ensure the political representations of the Federation;
3. To prepare the action plans based on the decisions of the Provincial Convention and the Provincial Council;
4. To formulate recommendations to the Provincial Convention and the Provincial Council;
5. To set up the committees that it deems necessary and appoint the members;
6. To ensure that the constitution, bylaws and operating protocol are respected;
7. To establish the general policies and submit them to the Provincial Council;
8. To decide to hold a Provincial Council, a Special Provincial Council, a Provincial Convention or a Special Provincial Convention;
9. To recommend that the Provincial Council turn into nurse, licensed practical nurse, respiratory therapist and clinical perfusionist commissions;
10. To promote and encourage solidarity and mobilization between the federations and their affiliated unions;
11. To encourage the pooling of regional realities and to circulate the main findings;
12. To ensure and contribute to the consultation of the affiliated unions on set subjects;
13. To study any issue submitted by the Provincial Convention, Provincial Council and the executive committees of the federations;
14. To receive the activities reports from the provincial committees and the sectors and services of the FIQ;
15. To give a report on its activities to the Provincial Convention;
16. To monitor the use of the Union Defence Fund and administer the equalization system.

ARTICLE 2- COMPOSITION

The Provincial Executive Committee is composed of eleven (11) people, the nine (9) members of the Executive Committee of the FIQ and of two members of the Executive Committee of the FIQP, including the president or her replacement during an extended absence.

ARTICLE 3- SITTING OF THE PROVINCIAL EXECUTIVE COMMITTEE

The Provincial Executive Committee meets at least four (4) times a year.

The meetings of the Provincial Executive Committee are convened by the secretary, upon the request of the president or of three (3) of its members, with a notice of at least ten (10) days. This notice must specify the agenda for the meeting to the extent possible.

The agenda of the Provincial Executive Committee is prepared by the secretary.

In the event of an emergency, the notice can be sent by email, telephone or fax at least twenty-four (24) hours before the meeting, such a notice being sufficient in these circumstances.

A member of the Provincial Executive Committee can waive the previously mentioned notice at any time.

ARTICLE 4- QUORUM

The quorum is six (6) people, including at least one (1) person from the Executive Committee of the FIQP.

ARTICLE 5- VOTE

Each member of the Provincial Executive Committee has one vote. In the case of a tie vote, the president has the deciding vote.

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Chapter VI – Duties and powers of the members of the Provincial Executive Committee

The Chair stated there were no amendments tabled for the recommendation for Chapter VI.

There being no interventions, the Chair called for the vote.

A17-CE-II-117 BE IT MOVED:

Document D4

CHAPTER VI – DUTIES AND POWERS OF THE MEMBERS OF THE PROVINCIAL EXECUTIVE COMMITTEE

“To adopt Chapter VI of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ.*”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Chapter VII – Commissions

The Chair read the motions tabled on Chapter VII and opened a 10-minuted deliberative assembly.

Mr. Francis Morel requested permission to introduce a new motion and the delegation agreed.

Motion **A17-CE-II-119** (Morel-Gendron) was tabled.

The delegation agreed to extend the deliberative assembly for the three people at the microphones.

There being no right to rebuttal used, the Chair called for the vote.

A17-CE-II-120 BE IT MOVED:

Document D4

CHAPTER VII - COMMISSIONS

“To adopt Chapter VII of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ.*”

Marie-Claude Ouellet - Régine Laurent

A17-CE-II-118 BE IT MOVED: (amendment)

Document D4

CHAPTER VII - COMMISSIONS

Article 1 – Sitting of the Commissions

“That the commissions are held upon request when deemed necessary.”

Patricia Lajoie - Isabelle Lajeunesse

DEFEATED BY A MAJORITY VOTE

A17-CE-II-119 BE IT MOVED: (amendment)

Document D4

CHAPTER VII - COMMISSIONS

Article 1 – Sitting of the Commissions

“That the text reads: at least three (3) times instead of two (2).”

Francis Morel - Carole Gendron

DEFEATED BY A MAJORITY VOTE

A17-CE-II-120 BE IT MOVED: (as amended)

Document D4

CHAPTER VII - COMMISSIONS

“To adopt Chapter VII of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ.*”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

Chapter VIII – Provincial Committees

Chapter IX – Elections

Chapter X – Financial Provisions

Chapter XI – Amendments to the Constitution, Bylaws and Operating Protocol

Chapter XII – Miscellaneous Provisions

Union Defence Fund Bylaws

There being no motions to amend Chapters VIII to XII tabled or on the Union Defence Fund Bylaws, the Chair called for the vote.

A17-CE-II-121 BE IT MOVED:

Document D4

CHAPTER VIII – PROVINCIAL COMMITTEES

“To adopt Chapter VIII of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ.*”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-122 BE IT MOVED:

Document D4

CHAPTER IX - ELECTIONS

“To adopt Chapter IX of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ.*”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-123 BE IT MOVED:

Document D4

CHAPTER X – FINANCIAL PROVISIONS

“To adopt Chapter X of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ.*”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-124 BE IT MOVED:

Document D4

CHAPTER XI – AMENDMENTS TO THE CONSTITUTION, BYLAWS AND OPERATING PROTOCOL

“To adopt Chapter XI of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ.*”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-125 BE IT MOVED:

Document D4

CHAPTER XII – MISCELLANEOUS PROVISIONS

“To adopt Chapter XII of the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ*.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

A17-CE-II-126 BE IT MOVED:

Document D4

UNION DEFENCE FUND BYLAWS

“To adopt the Union Defence Fund Bylaws of the *Regroupement des FIQ*.”

Marie-Claude Ouellet - Roberto Bomba

CARRIED UNANIMOUSLY

A17-CE-II-127 BE IT MOVED:

“To adopt the Constitution, Bylaws and Operating Protocol as well as the Union Defence Fund Bylaws of the *Regroupement des FIQ*.”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A 2/3 MAJORITY

A17-CE-II-128 BE IT MOVED:

“That the Constitution, Bylaws and Operating Protocol of the *Regroupement des FIQ* go into effect when the Federal Council of June 8 and 9, 2017 adjourns.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

7. CLOSING MESSAGE AND END OF THE MEETING

Ms. Régine Laurent, accompanied by the member of the Executive Committee, was pleased to note that the work that led to the adoption of the Constitution and Bylaws went well. She took this opportunity to thank Ms. Marie-Claude Ouellet and her team for all the work done to set up the important changes that will be instituted in the new method of the organization’s functioning.

In conclusion, she pointed out that several questions and comments were raised following the announcement of her departure and that of four other elected officers at the 11th Convention of the Federation this November. She wanted to reassure the union representatives of the fact that the members of the Executive Committee are an exceptional team and have really enjoyed working together, inviting the reps to not hesitate to meet with the members of the executive, in spite of the sadness felt over this decision.

The agenda being completed, the meeting ended at 12:20.

Régine Laurent, President

Marie-Claude Ouellet, Secretary

Fabienne Pouliot, Meeting Secretary

Minutes adopted on

Liste des présences au congrès extraordinaire 6 et 7 juin 2017

Déléguée	Syndicat/établissement	Déléguée	Syndicat/établissement
AGONOY, CHITA	574-002 - C.H.S.L.D. Bayview Inc.	BEDARD, NANCY	Comité exécutif fédéral
ALARIE, CLAIRE	1062-1062 - CISSS de Lanaudière	BEDARD, VANESSA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
ALLARD, SYLVAIN	Comité Santé et Sécurité du travail	BEDARD, VERONIQUE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
ALLEYNE, SUZANNE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	BÉGIN COUTURE, ANTOINE	FIQ Québec
AMYOT, SYLVIE	FIQ Québec	BÉLANGER, FRANCIS	FIQ Québec
ANGEL CHAMPAGNE, KIM	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	BELANGER, JANIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
ARCAND, AUDREY	FIQ Québec	BELANGER, NATHALIE	120-651 - CHUM
ARSENAULT, MIREILLE	1050-1050 - CISSS du Bas-Saint-Laurent	BÉLISLE, CATHERINE	FIQ Québec
ASSELIN, STEPHANE	1059-1059 - CISSS de l'Outaouais	BELIVEAU, CELINE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
AUBIN, ALINE	FIQ Québec	BELLEFEUILLE, SONIA	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
AUCLAIR, VERONIQUE	1012-1001 - CHU de Québec	BENGA, ELISE	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
AUDET, ISABELLE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	BENNOUR-MILLIARD, AMIRA	462-653 - Institut de Cardiologie de Montréal
BABIN, SIMON	1012-1001 - CHU de Québec	BERGERON, MARIE-LYNE	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
BANKS, JENNIFER	FIQ Montréal	BERNARD, GUYLAINE	FIQ Québec
BEAUCHAMP, FRÉDÉRIQUE	FIQ A/Témiscamingue	BERNIER-GUILLEMETTE, CATHY	1061-1061 - CISSS de Chaudière-Appalaches
BEAUCHEMIN ROBIN, ANDREANNE	1061-1061 - CISSS de Chaudière-Appalaches	BERTHOLD, ROSE ANNA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal
BEAUCHEMIN, FRANCINE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	BERTRAND, KATHLEEN	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal
BEAULIEU, MARTINE	159-008 - Groupe Champlain Inc. (C Héb Champlain des Montagnes)	BERUBE, GINETTE	1050-1050 - CISSS du Bas-Saint-Laurent
BEAULIEU, PASCAL	1012-1001 - CHU de Québec	BÉRUBÉ, NICOLE	FIQ Québec
BEAUMONT, CLAUDE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	BERUBE, PASCAL	1061-1061 - CISSS de Chaudière-Appalaches
BEAUREGARD, RICHARD	FIQ Montréal	BEUGRE, JEAN-LUC	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
BEDARD, JESSYKA	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal	BEVILACQUA, VANESSA	FIQ Montréal
		BILLETTE, LINDA	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
BILODEAU, LOUISE	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	BOUDREAU, SANDRA	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
BINET, MARJOLAINE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	BOUFFARD, MATHIEU	1061-1061 - CISSS de Chaudière-Appalaches
BIRBATAKOS, STAVROS	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	BOUFFARD, SONIA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
BISSON, NATHALY	1062-1062 - CISSS de Lanaudière	BOUGIE, MARC-ANDRE	1063-1063 - CISSS des Laurentides
BLAIS TRANQUILLE, CELINE	296-652 - Centre universitaire de santé McGill	BOULANGER, GUYLAINE	FIQ M/Centre-du-Québec
BLAQUIERE, KARINE	1012-1001 - CHU de Québec	BOULANGER, MARIE-ANDREE	1059-1059 - CISSS de l'Outaouais
BOCCARDI, CATHERINE	FIQ Québec	BOULET, GENEVIEVE	1062-1062 - CISSS de Lanaudière
BOIES, JOHANNE	1052-1052 - CIUSSS de la Capitale-Nationale	BOULET, NATHALLY	1063-1063 - CISSS des Laurentides
BOIVIN, JULIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	BOURASSA, FRANCE	1052-1052 - CIUSSS de la Capitale-Nationale
BOLDUC GAGNON, GENEVIEVE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	BOURGOUIN, JEAN-MATHIEU	1061-1061 - CISSS de Chaudière-Appalaches
BOLDUC, MARILYN	1061-1061 - CISSS de Chaudière-Appalaches	BOURNIVAL, DAVID	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
BOMBA, ROBERTO	Comité exécutif fédéral	BRADET, PIERRE OLIVIER	1052-1052 - CIUSSS de la Capitale-Nationale
BORODULIA, SOPHIE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	BRASSARD, DIANE	FIQ Montréal
BOSSE, ANTHONY	151-311 - Institut universitaire de cardiologie et pneumologie	BROCHU, GENEVIEVE	1062-1062 - CISSS de Lanaudière
BOUCHARD, BRIGITTE	FIQ Estrie	BROCHU, GUY	120-651 - CHUM
BOUCHARD, JULIE	FIQ Québec	BROUSSEAU, GENEVIEVE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
BOUCHARD, LINDA	Comité exécutif fédéral	CADOTTE, HELENE	1065-1065 - CISSS de la Montérégie-Est
BOUCHARD, MARC	1052-1052 - CIUSSS de la Capitale-Nationale	CAMERON, DANY	485-001 - CHSLD Providence Notre-Dame de Lourdes Inc.
BOUCHARD, MARCEL	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	CAMILLE, CHRISTINE	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal
BOUCHARD, NANCY	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	CANTIN, RENE YVES	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James
BOUCHARD, SEBASTIEN	151-311 - Institut universitaire de cardiologie et pneumologie	CARBONNEAU, MELISSA	530-008 - Centre d'Accueil Saint-Joseph de Lévis Inc.
BOUCHER, ALINE	1050-1050 - CISSS du Bas-Saint-Laurent	CARETTE, GUILLAUME	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
BOUCHER, CLAUDE	Comité exécutif fédéral	CARETTE, MARIE-PIER	151-311 - Institut universitaire de cardiologie et pneumologie
BOUCHER, MARIE-JOSEE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	CARON, ANNIE CLAUDE	1061-1061 - CISSS de Chaudière-Appalaches

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
CARON, CINDY	1059-1059 - CISSS de l'Outaouais	CLEOPHAT, RIDZA	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de- Montréal
CARON, JACINTHE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	CLEROUX, BENOIT	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal
CARON, MARTINE	FIQ Québec	CLOUTIER, DENIS	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
CARON, MARTINE	1012-1001 - CHU de Québec	CLOUTIER, DOMINIQUE	1061-1061 - CISSS de Chaudière-Appalaches
CARON, STEPHANE	1052-1052 - CIUSSS de la Capitale-Nationale	COLLIN, ROXANE	FIQ Montréal
CARPENTIER, ANNY	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal	CONRATH, PATRICIA	505-001 - Résidence Riviera Inc.
CARPENTIER, LOUIS	1059-1059 - CISSS de l'Outaouais	CORBEIL, TOMMY	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
CARRIER, CLAUDIA	1061-1061 - CISSS de Chaudière-Appalaches	CORDON, VIRGINIE	151-311 - Institut universitaire de cardiologie et pneumologie
CARTIER, JEAN	FIQ Estrie	COSSETTE, LINDA	1012-1001 - CHU de Québec
CHABOT, MARIE-EVE	1012-1001 - CHU de Québec	CÔTÉ CHABOT, ANTOINE	FIQ Montréal
CHAPUT, MATHIEU	151-311 - Institut universitaire de cardiologie et pneumologie	COTE, AMELIE	120-651 - CHUM
CHARBONNEAU, FRANCIS	1063-1063 - CISSS des Laurentides	CÔTÉ, CHANTALE	FIQ Québec
CHARLES, SANDRA	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal	COTE, CHRISTIANE	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
CHARPENTIER, CHRISTIANE	410-007 - Groupe Roy Santé Inc.	CÔTÉ, HÉLÈNE	FIQ Québec
CHARTIER, MICHEL	1062-1062 - CISSS de Lanaudière	CÔTÉ, JEAN-FRANÇOIS	FIQ Québec
CHARTRE, JOSEE	410-007 - Groupe Roy Santé Inc.	COTE, JULIE	1064-1064 - CISSS de la Montérégie-Centre
CHERFAOUI, KAMAL	1017-007 - Groupe Champlain Inc. (Montréal)	CÔTÉ, MARIE-JOSÉE	FIQ Montréal
CHIASSON, SANDRA	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	COTE, MARTINE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
CHICOINE, ODETTE	1062-1062 - CISSS de Lanaudière	COULOMBE, JACKIE	1052-1052 - CIUSSS de la Capitale-Nationale
CHOUINARD, ISABELLE	1052-1052 - CIUSSS de la Capitale-Nationale	COURCHESNE, MARC-ANDRÉ	FIQ Québec
CHOUINARD, MARIE-PIER	1050-1050 - CISSS du Bas-Saint-Laurent	CRÉPEAU, KARINE	FIQ Montréal
CHRÉTIEN, JEAN-BERNARD	FIQ S/Lac Saint-Jean	CREVIER, MÉLANIE	FIQ Montréal
CHRETIEN, JOSEE	636-008 - Pavillon Bellevue Inc.	CYR, BRIGIT	1063-1063 - CISSS des Laurentides
CLAVEAU, GINA	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	CYR, MARIE-CLAUDE	1012-1001 - CHU de Québec

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
CYR, NATHALIE	1063-1063 - CISSS des Laurentides	DESRUISSEAU, ALICIA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
CYR, PATRICK	575-001 - Groupe Champlain Inc. (Montérégie)	DESSUREAULT, LUCE	FIQ Montréal
DAIGLE, DANY	FIQ Montréal	DESY BEDARD, MELYNA	500-950 - Centre de santé Inuulitsivik
DAIGNAULT, JULIE	1063-1063 - CISSS des Laurentides	DICAIRE, BENOÎT	499-951 - Centre de santé Tulattavik de l'Ungava
D'AMICO, ROBERTO	FIQ Montréal	DILLEMBOURG, PHILIPPE	500-950 - Centre de santé Inuulitsivik
D'AMOURS, MELANIE	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	DION, CARL	1052-1052 - CIUSSS de la Capitale-Nationale
DANIEL, CHRISTIANA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	DIONNE, MANUEL	FIQ Montréal
DAOUST, CAROLE	1063-1063 - CISSS des Laurentides	DIONNE, MELANIE	120-651 - CHUM
DAVID, CHELO MARTINEZ	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	DIONNE, PIERRE	1065-1065 - CISSS de la Montérégie-Est
DAVID, DANIEL	FIQ Montréal	DORISMOND, SHIRLEY	Comité Éducation-Animation
DE SANTIS, LICIA	1066-1066 - CISSS de la Montérégie-Ouest	DORVAL, MÉLANIE	FIQ Montréal
DEGUIRE, DANIELLE	120-651 - CHUM	DROLET, CATHIE	500-950 - Centre de santé Inuulitsivik
DELLI COLLI, PETER	1063-1063 - CISSS des Laurentides	DROUIN, CLAIRE	FIQ Montréal
DEMERS, KIM	1063-1063 - CISSS des Laurentides	DROUIN, DOMINIQUE	1061-1061 - CISSS de Chaudière-Appalaches
DERY, ANN	296-652 - Centre universitaire de santé McGill	DROUIN, GUY	FIQ Montréal
DESAUTELS, JOANNE	FIQ Montréal	DUBE, DENIS	120-651 - CHUM
DESBIENS, MARIE-EVE	151-311 - Institut universitaire de cardiologie et pneumologie	DUBÉ, ÉDITH	FIQ Montréal
DESCHAMPS, MANON	402-007 - Centre Le Cardinal Inc.	DUBE, ISABELLE	120-651 - CHUM
DESCHENES, CLAUDE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	DUBÉ, MARTINE	FIQ Montréal
DESJARDINS, BENOIT	1065-1065 - CISSS de la Montérégie-Est	DUBEAU, SANDRA	1059-1059 - CISSS de l'Outaouais
DESJARDINS, NICOLE	996 - RIIRS	DUBOIS, ERIC	1065-1065 - CISSS de la Montérégie-Est
DESLAURIERS, MANON	1066-1066 - CISSS de la Montérégie-Ouest	DUBOIS, MARIE-JOSEE	1065-1065 - CISSS de la Montérégie-Est
DESNOYERS, PIERRE	FIQ Montréal	DUBUC, LINDA	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal
DÉSORMEAUX, GINETTE	FIQ Montréal	DUFOUR, GINETTE	1012-1001 - CHU de Québec

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
DUFOUR, KHRYSTINA	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	FORTIN, NANCY	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
DULMAINE, PATRICE	Comité Santé et Sécurité du travail	FRAPPIER, DANIELLE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
DUMAIS LEBLANC, SOPHIE	FIQ Montréal	FRAPPIER, JIMMY	006 - SPSE
DUMAS, JOSEE	1015-008 - Groupe Champlain Inc. (Chaudière- Appalaches)	FRAPPIER, SYLVAIN	1066-1066 - CISSS de la Montérégie-Ouest
DUMONT, MATHIEU	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	FRECHETTE, PHILIPPE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
DUPAUL, MANON	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	FUGERE, JASMINE	1012-1001 - CHU de Québec
DUQUETTE, CLAUDE	296-652 - Centre universitaire de santé McGill	GABREAU, CYRIL	500-950 - Centre de santé Inuulitsivik
DURAND-ALLARD, MARC-ANTOINE	FIQ Montréal	GAGNE, DANIEL	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal
DUROCHER, MYLENE	120-651 - CHUM	GAGNE, GENEVIEVE	1061-1061 - CISSS de Chaudière-Appalaches
ETHIER, VERONIQUE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	GAGNE, GUYLAINE	1052-1052 - CIUSSS de la Capitale-Nationale
FALARDEAU, CAROLE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	GAGNE, ISABELLE	1063-1063 - CISSS des Laurentides
FAUTEUX, CATHERINE	FIQ Québec	GAGNE, JEAN-FRANCOIS	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
FAUTEUX, GENEVIÈVE	FIQ Québec	GAGNON, GILLES	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de- Montréal
FECTEAU, KATIA	FIQ Montréal	GAGNON, MARIE-CLAIRE	FIQ B/Gaspésie
FELICIAN, AUGUSTINE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	GAGNON, MELICHKA	1012-1001 - CHU de Québec
FLAGEOL, CAROLINE MARIE	Comité Condition féminine	GAGNON, SARAH	1012-1001 - CHU de Québec
FOISY, VERONIQUE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	GAGNON, STEPHANE	1062-1062 - CISSS de Lanaudière
FOREST-BONIN, BENJAMIN	1062-1062 - CISSS de Lanaudière	GAMACHE, MARIE ANDREE	1061-1061 - CISSS de Chaudière-Appalaches
FORGET, FREDERIC	1062-1062 - CISSS de Lanaudière	GARIÉPY, PATRICK	FIQ Montréal
FORGET, MARIE-JOSEE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	GARNEAU, DOMINIC	FIQ Québec
FORTIER, EVELYNE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	GARNEAU, PATRICK	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de- Montréal
FORTIN, AUDREY	1061-1061 - CISSS de Chaudière-Appalaches	GATEAU, SYLVIE	151-311 - Institut universitaire de cardiologie et pneumologie
FORTIN, LOUISE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	GAUDET, FRANCINE	1060-1060 - CISSS de l'Abitibi-Témiscamingue
FORTIN, MICHAEL	1050-1050 - CISSS du Bas-Saint-Laurent	GAUTHIER, ANNE-JULIE	151-311 - Institut universitaire de cardiologie et pneumologie

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GAUTHIER, DANIEL	1065-1065 - CISSS de la Montérégie-Est	GRAVEL, CAROLINE	1052-1052 - CIUSSS de la Capitale-Nationale
GAUTHIER, JOCELYN	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	GRENIER, JEREMIE	1059-1059 - CISSS de l'Outaouais
GAUTHIER, LUDOVIC	120-651 - CHUM	GRENON, KARINE	1052-1052 - CIUSSS de la Capitale-Nationale
GAUTHIER, MURIELLE	FIQ Montréal	GRONDIN, DENIS	1064-1064 - CISSS de la Montérégie-Centre
GEDEON, INGRID	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	GROULX, ISABELLE	Comité Santé et Sécurité du travail
GELINAS, ANNIE	120-651 - CHUM	GROULX, LYNDA	1063-1063 - CISSS des Laurentides
GELINAS, CLAUDIANE	Comité Jeunes 1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	GUAY, GUYLAINE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
GENDRON, CAROLE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	GUAY, MARIE-PIER	1052-1052 - CIUSSS de la Capitale-Nationale
GERMAIN, JONATHAN	Comité Jeunes	GUAY, PATRICK	1059-1059 - CISSS de l'Outaouais
GERMAIN, JUDITH	370-001 - Résidence Angelica Inc.	GUERETTE, FREDERIC	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
GILBERT, DANIEL	Comité exécutif fédéral	GUERRA, LYNE	469-001 - Villa Medica Inc.
GILBERT-PAQUETTE, MYRIAM	1066-1066 - CISSS de la Montérégie-Ouest	GUERTIN, LOUIS	FIQ Montréal
GIRARD, CÉLINE	FIQ Montréal	GUILBAULT, SOPHIE	FIQ Montréal
GIRARD, GUILLAUME	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	GUILLETTE, CAROLE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
GIRARD, LINDA	485-001 - CHSLD Providence Notre-Dame de Lourdes Inc.	HAMELIN, MARIE-CLAUDE	FIQ Montréal
GIRARD, LUCIE	FIQ Montréal	HARRELL, JOHANE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal
GIRARD, VICKY	151-311 - Institut universitaire de cardiologie et pneumologie	HARVEY, MARIE-PIER	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
GIRARD-BELLAVANCE, VINCENT	FIQ Montréal	HEMOND, ALEXANDRA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
GIROUX, MARIE-JOSEE	211-008 - Centre hospitalier St-François Inc.	HOGAN, NANCY	1012-1001 - CHU de Québec
GIROUX, PIERRE	FIQ Montréal	HOLMES, SHIRLEY	1059-1059 - CISSS de l'Outaouais
GOBEIL, STÉPHANE	FIQ Montréal	HOPKINS, CATHERINE	FIQ Montréal
GODBOUT, EDITH	1012-1001 - CHU de Québec	HOUDE, CATHY	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
GODBOUT, PATRICE	1065-1065 - CISSS de la Montérégie-Est	HOULE, JONATHAN	FIQ Québec
GOSELIN, MICHELINE	1063-1063 - CISSS des Laurentides	IDEL MEHDAOUI, NAGIA	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
JASURA, GORDY	FIQ Montréal	LAFORGE, SABRINA	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
JEHODA, CYNTHIA	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de- Montréal	LAFRAMBOISE, SYLVIE	405-007 - Vigi Santé Ltée (Outaouais)
JOLICOEUR, LOUIS	FIQ Montréal	LAHAISE, JEAN-FRANCOIS	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
JOLY, HUBERT	1062-1062 - CISSS de Lanaudière	LAJEUNESSE, ISABELLE	1052-1052 - CIUSSS de la Capitale-Nationale
JOMPHE, KARINA	1063-1063 - CISSS des Laurentides	LAJOIE, PATRICIA	1052-1052 - CIUSSS de la Capitale-Nationale
JONES, FRANCES	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	LAMBERT, AMELIE	1061-1061 - CISSS de Chaudière-Appalaches
JOSEPH, DENYSE	296-652 - Centre universitaire de santé McGill	LAMBERT, DAVID	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
JOUBERT, DENIS	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	LAMBERT, LINA	1060-1060 - CISSS de l'Abitibi-Témiscamingue
JUTEAU, CINDY	FIQ Montréal	LAMONTAGNE, SARAH	1061-1061 - CISSS de Chaudière-Appalaches
KARAMANOUKIAN, MYRNA	FIQ Montréal	LAMOUREUX, MICHEL	FIQ Québec
KARTICK, ANMERIE	296-652 - Centre universitaire de santé McGill	LANDRY, JEAN-PHILIPPE	462-653 - Institut de Cardiologie de Montréal
KENNEDY, ERICA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	LANDRY, LUCIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
KENNEY, DEBORAH	297-002 - Hôpital Shriners pour enfants (Québec) Inc.	LANDRY, VICKY	FIQ Québec
KOLASA, IGA S.	FIQ Montréal	LAPIERRE, KARINE	FIQ Montréal
LABBE, AUDREY	1061-1061 - CISSS de Chaudière-Appalaches	LAPLANTE, NATHALIE	1063-1063 - CISSS des Laurentides
LABBE, FREDERIC	1062-1062 - CISSS de Lanaudière	LAPOINTE, ISABELLE	1066-1066 - CISSS de la Montérégie-Ouest
LABERGE, MIA	FIQ Montréal	LAPOINTE, LINDA	Comité exécutif fédéral
LACHANCE, LYNDA	FIQ Québec	LAPOINTE, SARA	FIQ Québec
LACHANCE, MARIE-CLAUDE	1012-1001 - CHU de Québec	LARAMÉE, MARIE-ANNE	FIQ Montréal
LACROIX, MÉLISSA	FIQ Estrie	LAROCHE, BENOIS	1059-1059 - CISSS de l'Outaouais
LACROIX, SONIA	1060-1060 - CISSS de l'Abitibi-Témiscamingue	LAROCHE, GHISLAINE	1061-1061 - CISSS de Chaudière-Appalaches
LADOUCEUR, ISABELLE	151-311 - Institut universitaire de cardiologie et pneumologie	LAROCHELLE, CAROLINE	1052-1052 - CIUSSS de la Capitale-Nationale
LAFERRIÈRE, LOUIS-PIERRE	FIQ Québec	LAROCHELLE, MANON	1061-1061 - CISSS de Chaudière-Appalaches
LAFOND, MARIE-PIERRE	1052-1052 - CIUSSS de la Capitale-Nationale	LAROCHELLE, MARYLOU	177-008 - Hôpital Ste-Monique Inc.

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
LAROCQUE, LINE	Comité exécutif fédéral	LENYK, ANDRIY	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
LAROUCHE, CATHERINE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	LEPAGE, MARIE EVE	FIQ Québec
LATENDRESSE, ALEXANDRE	1061-1061 - CISSS de Chaudière-Appalaches	L'ESPERANCE, JOHANNE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
LAURENT H, REGINE	Comité exécutif fédéral	LESSARD, NATHALIE	483-008 - La Corporation Notre-Dame de Bon- secours
LAURIN, GUY	FIQ Outaouais	LESSARD, SAMUEL	1061-1061 - CISSS de Chaudière-Appalaches
LAVALLEE, CLAIRE	1066-1066 - CISSS de la Montérégie-Ouest	LESSARD, VICKY	1060-1060 - CISSS de l'Abitibi-Témiscamingue
LAVALLEE, CLAUDE	1062-1062 - CISSS de Lanaudière	LETOURNEAU, ODETTE	1061-1061 - CISSS de Chaudière-Appalaches
LAVALLEE, PIERRE-DENIS	1063-1063 - CISSS des Laurentides	LEVESQUE, ANNIE	1050-1050 - CISSS du Bas-Saint-Laurent
LAVALLEE, YVES	1052-1052 - CIUSSS de la Capitale-Nationale	LEVESQUE, CHARLES	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
LE BRETON, MARIE-EVE	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	LEVESQUE, DOMINIC	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
LE, HUGO	1063-1063 - CISSS des Laurentides	LEVESQUE, EMILIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
LEBLANC, LYNDA	120-651 - CHUM	LEVESQUE, NATHALIE	1065-1065 - CISSS de la Montérégie-Est
LEBRUN, JULIE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	LIN, XIA	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal
LECLERC, ALAIN	FIQ Montréal	LINS DE FREITAS, CLAUDIA	1065-1065 - CISSS de la Montérégie-Est
LECOURS LOISELLE, JEAN-LOUIS	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	LIZOTTE, RENÉ	FIQ Québec
LEDUC, SYLVIE	120-651 - CHUM	LONGPRÉ, CHRISTINE	FIQ Montréal
LEFÈBVRE, ÉMILIE	FIQ Montréal	LORD, NATHALIE	463-007 - CHSLD Age3 Inc.
LEGARE, NANCY	1012-1001 - CHU de Québec	MACOIR, EMILIE	151-311 - Institut universitaire de cardiologie et pneumologie
LEGER, VANESSA	1066-1066 - CISSS de la Montérégie-Ouest	MAILHOT, PATRICIA	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
LEJEUNE, JULIE	FIQ Montréal	MAILLOUX, KEVIN	1012-1001 - CHU de Québec
LEMIEUX, PIERRE	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal	MANCIER, SONIA	002 - PSSU
LEMOINE, GAEL	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	MARCOUX, JOCELYN	1012-1001 - CHU de Québec
LEMOINE, LINDA	1065-1065 - CISSS de la Montérégie-Est	MARLEAU, GAÉTANE	367-001 - Manoir St-Patrice Inc.
		MARTEL, MARIE-CLAUDE	FIQ Montréal

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
MARTEL, MARYSE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	MORIN TREMBLAY, BIANCA	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
MARTIN, CHANTAL	FIQ Montréal	MORIN, JOHANNIE	1061-1061 - CISSS de Chaudière-Appalaches
MARTINS, SUSY	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	MORIN, NICOLAS	Globe Multimédia
MASSE, CASSANDRA	296-652 - Centre universitaire de santé McGill	MORIN, SUZANNE	306-002 - Centre d'Accueil Marcelle Ferron Inc.
MATHIEU, JULIE	1063-1063 - CISSS des Laurentides	MORISSETTE, ISABELLE	1061-1061 - CISSS de Chaudière-Appalaches
MATHIEU, LYNDA	1052-1052 - CIUSSS de la Capitale-Nationale	MORNEAU, DAVID	FIQ Montréal
MATHIEU, MARIE-CLAUDEL	FIQ Montréal	MORNEAU, PATRICE	1062-1062 - CISSS de Lanaudière
MAWASSI, IMANE	FIQ Montréal	MOSS, NANCY	FIQ Montréal
MCINTOSH, CHARMAINE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	MOUSSEAU, SUZANNE	1059-1059 - CISSS de l'Outaouais
MENARD, RENEE	1063-1063 - CISSS des Laurentides	MURRAY, ANTHONY	FIQ Montréal
MENELAS, WILLS-ROCHER	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	NAPPER, CATHERINE	296-652 - Centre universitaire de santé McGill
MERCIER, CAROLE	1061-1061 - CISSS de Chaudière-Appalaches	NASTAS, MICHEL	FIQ Montréal
MERCIER, LINE	Comité Condition féminine	NAUD, JOËLLE	FIQ Montréal
MEUNIER-ST-PIERRE, MARTIN	296-652 - Centre universitaire de santé McGill	NAULT, MARIE-CLAUDE	FIQ Montréal
MICHAUD, ROXANNE	FIQ Montréal	NOISEUX, ISABELLE	575-001 - Groupe Champlain Inc. (Montérégie)
MICLETTE, BENOIT	1052-1052 - CIUSSS de la Capitale-Nationale	NOLET, NATHALIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
MILLROY, SUSAN	FIQ Montréal	OLIVIER, JEAN-HERVE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal
MILORD, MARIE-JULIE	FIQ Québec	OLIVIER, LYNE	1062-1062 - CISSS de Lanaudière
MIRON, MARLENE	296-652 - Centre universitaire de santé McGill	OUELLET, LAURIER	1061-1061 - CISSS de Chaudière-Appalaches
MONGEAU, JULIE	1062-1062 - CISSS de Lanaudière	OUELLET, MARIE-CLAUDE	Comité exécutif fédéral
MOORE, NANCY	1060-1060 - CISSS de l'Abitibi-Témiscamingue	OUELLET, NATHALIE	FIQ Québec
MOREAU, JOSIANNE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	PAEZ, ROSALINA	574-002 - C.H.S.L.D. Bayview Inc.
MOREL, FRANCIS	1060-1060 - CISSS de l'Abitibi-Témiscamingue	PAGÉ, CHANTAL	FIQ Montréal
MOREL, GUYLAINE	1052-1052 - CIUSSS de la Capitale-Nationale	PAIEMENT, KARINE	FIQ Montréal

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
PAQUET, CATHERINE	1061-1061 - CISSS de Chaudière-Appalaches	PHILIPPON, NICOLE	1052-1052 - CIUSSS de la Capitale-Nationale
PAQUET, JOSÉE	FIQ Montréal	PICHE, MICHELE	1063-1063 - CISSS des Laurentides
PAQUET, RAYMONDE	1052-1052 - CIUSSS de la Capitale-Nationale	PIECEK, ANGELICA	296-652 - Centre universitaire de santé McGill
PAQUETTE, ALAIN	1063-1063 - CISSS des Laurentides	PIERRE, JUNA	FIQ Montréal
PAQUETTE, CLAUDIA	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	PILON, CYNTHIA	1060-1060 - CISSS de l'Abitibi-Témiscamingue
PAQUETTE, GABRIEL	1063-1063 - CISSS des Laurentides	PINARD, MARIE-PIERRE	1052-1052 - CIUSSS de la Capitale-Nationale
PARADIS, ANDREE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	PLANTE, LYNE	1059-1059 - CISSS de l'Outaouais
PARENT, FRANCINE	FIQ Québec	PLOURDE, KARINE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
PARENT, MÉLANIE	FIQ Montréal	POIRIER CARROLL, MAXIME	1050-1050 - CISSS du Bas-Saint-Laurent
PARKER LABONTE, MATTHIEU	1063-1063 - CISSS des Laurentides	POIRIER, CATHY	FIQ Québec
PATENAUDE, MARYSE	1066-1066 - CISSS de la Montérégie-Ouest	POIRIER, MICHELLE	FIQ Montréal
PAUL, STEVE	1059-1059 - CISSS de l'Outaouais	POIRIER, YVES	FIQ Outaouais
PEARSON, JOHANNE	1052-1052 - CIUSSS de la Capitale-Nationale	POISSON, FRÉDÉRIC	FIQ Montréal
PELCHAT GOULET, SAMUEL	FIQ Outaouais	POISSON-THOMAS, NISSA	296-652 - Centre universitaire de santé McGill
PELLETIER, DANIE	1052-1052 - CIUSSS de la Capitale-Nationale	POITRAS GERMAIN, STEPHANIE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
PELLETIER, KARINE	FIQ B/Gaspésie	POTHIER, CYNTHIA	1065-1065 - CISSS de la Montérégie-Est
PELLETIER, MARIE-MICHELE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	POTVIN, MICHAEL	1059-1059 - CISSS de l'Outaouais
PELLETIER, MAUDE	FIQ Québec	POULIN, JOANNE	FIQ Estrie
PEPIN, JESSIKA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	POULIN, MARCO	1061-1061 - CISSS de Chaudière-Appalaches
PERKINS, DAVE	296-652 - Centre universitaire de santé McGill	POULIOT, FABIENNE	FIQ Québec
PERREAULT, MARIE-CHRISTINE	499-951 - Centre de santé Tulattavik de l'Ungava	POULIOT, PATRICIA	1061-1061 - CISSS de Chaudière-Appalaches
PERRON, CLEMENCE	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal	PRIVE, VALERIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
PERRON, LINDA	FIQ Québec	PRONOVOST, DANIEL	FIQ A/Témiscamingue
PERRON, NATHALIE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	PROULX, CAROLINE	1065-1065 - CISSS de la Montérégie-Est

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
PROVENCHER, DENIS	1063-1063 - CISSS des Laurentides	ROLLAND, MARIE-CLAUDE	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
PROVENCHER, NATHALIE	1063-1063 - CISSS des Laurentides	ROUSSEAU, ANNIE	FIQ Québec
QUESNEL, SYLVIE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	ROUSSEAU, JEROME	151-311 - Institut universitaire de cardiologie et pneumologie
QUIRION, LOUISE	1015-008 - Groupe Champlain Inc. (Chaudière- Appalaches)	ROUSSEAU, MARIE-MICHELE	1065-1065 - CISSS de la Montérégie-Est
RACINE, EMILIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean Comité Condition féminine FIQ Montréal	ROUSSEAU, MARYSE	FIQ Montréal
RAJOTTE, MATHILDE		ROUSSEL-VIEL, CATHY	1050-1050 - CISSS du Bas-Saint-Laurent
RATTÉ, JULIE	FIQ Québec	ROY, BRIGITTE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
REED, MANON	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	ROY, ISABELLE	1068-1068 - CIUSSS du Nord-de-l'Île-de- Montréal
REHEL, JONATHAN	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke FIQ Québec	ROY, ISABELLE	463-007 - CHSLD Age3 Inc.
RENAUD, JOSÉE		ROY, TANYA	1061-1061 - CISSS de Chaudière-Appalaches
RENAUD, NANCY	1059-1059 - CISSS de l'Outaouais	SALERNO, GUY	1064-1064 - CISSS de la Montérégie-Centre
RHEE, JENNIE	296-652 - Centre universitaire de santé McGill	SAMSON, JACQUES	232-008 - Vigi Santé Ltée (Capitale-Nationale)
RICH, ELIZABETH	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de- Montréal	SANSOUCY, ANIK	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
RICHER, CATHERINE	FIQ Montréal	SANTIAGO, VERNALYN	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal
RIENDEAU, GUYLAINE	1062-1062 - CISSS de Lanaudière	SAURO, MARIA FLORENCIA	FIQ Montréal
RIENDEAU, JOHANNE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de- Montréal	SAVARD, FRANCINE	FIQ Québec
RINALDI, PATRICIA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	SAVARD, JEAN-DENIS	FIQ B/Gaspésie
RINGUET, MARIE-EVE	007 - SRPSQ	SAVARD, JEROME	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
RIOPEL, BENOÎT	FIQ Montréal	SAVOIE, FRANCE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal
RIOUX, CAROLINE	Comité Condition féminine	SAVOIE, FRANCINE	1066-1066 - CISSS de la Montérégie-Ouest
RIOUX, JULIE	FIQ Montréal	SAVOIE, JULYNE	1065-1065 - CISSS de la Montérégie-Est
ROBERT, ISABELLE	462-653 - Institut de Cardiologie de Montréal	SÉGUIN, AMÉLIE	FIQ Montréal
RODRIGUE, EDITH	1061-1061 - CISSS de Chaudière-Appalaches	SEGUIN, SOPHIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
RODRIGUE, MARC ANDRE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec		

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
SETO, SANDRA	296-652 - Centre universitaire de santé McGill	TESSIER, CHANTALE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
SIERRA MENENDEZ, DORIS MARIA	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	THEBERGE, ISABELLE	1065-1065 - CISSS de la Montérégie-Est
SIGOUIN, FRANCINE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de- Montréal	THEBERGE, NANCY	1050-1050 - CISSS du Bas-Saint-Laurent
SIMARD, CAROLINE	FIQ Montréal	THÉRIAULT, MÉLANIE	FIQ Montréal
SIMARD, LINE	1052-1052 - CIUSSS de la Capitale-Nationale	THERIAULT, SOPHIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke
SIMARD, MARIE-PIERRE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean	THERIEN, MONIQUE	1061-1061 - CISSS de Chaudière-Appalaches
SIMARD, MICHEL	FIQ M/Centre-du-Québec	THERRIEN, KARINA	120-651 - CHUM
SIMARD, REJEAN	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	THIBAUT, ISABELLE	1063-1063 - CISSS des Laurentides
SIMARD, SEBASTIEN	1064-1064 - CISSS de la Montérégie-Centre	THIBAUT, NATHALIE	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
SMITH-WOODWARD, ROSITA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	THIBAUT-BELLEROSÉ, MARC	FIQ Montréal
SOUCY, HELENE	1052-1052 - CIUSSS de la Capitale-Nationale	THIFFEAULT, BENOIT	FIQ M/Centre-du-Québec
ST-AMAND, SHANY	Comité Jeunes	TOUGAS, CLAIRE	996 - RIIRS
ST-DENIS, MANON	1063-1063 - CISSS des Laurentides	TOULOUTE, ANGELINE	120-651 - CHUM
ST-GERMAIN, LOUISE	296-652 - Centre universitaire de santé McGill	TOUSSAINT, HÉLÈNE	FIQ Montréal
ST-GERMAIN, MICHEL	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec	TRAN, KIM UYEN	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal
ST-HILAIRE, GUY	FIQ Québec	TREMBLAY, ERIC	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal
ST-LAURENT, LUC	1050-1050 - CISSS du Bas-Saint-Laurent	TREMBLAY, GHISLAINE	448-002 - Vigi Santé Ltée (Montréal)
ST-PIERRE, MICHEL	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de- Montréal	TREMBLAY, JEAN-FRANCOIS	FIQ Montréal
ST-PIERRE, SYLVIE	1061-1061 - CISSS de Chaudière-Appalaches	TREMBLAY, JONATHAN	151-311 - Institut universitaire de cardiologie et pneumologie
SUDAKOV, OLEKSANDR	1058-1058 - CIUSSS de l'Est-de-l'Île-de- Montréal	TREMBLAY, MARC	1064-1064 - CISSS de la Montérégie-Centre
SUNIK, DMITRI	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	TREMBLAY, MARTINE	001 - AIM
SYNNOTT, JEAN-MARTIN	1052-1052 - CIUSSS de la Capitale-Nationale	TREMBLAY, MARTINE	1051-1051 - CIUSSS du Saguenay - Lac-Saint- Jean
TAGHIA, AMINA	1062-1062 - CISSS de Lanaudière	TREMBLAY, SABRINA	FIQ Québec
TARDIF ADAM, NICOLE	FIQ Montréal	TREMBLAY, SUZY	370-001 - Résidence Angelica Inc.

Déleguée	Syndicat/établissement	Déleguée	Syndicat/établissement
TREPANIER, ISABELLE	1012-1001 - CHU de Québec	VENDETTE, SONIA	1063-1063 - CISSS des Laurentides
TRUDEAU, DOMINIQUE	FIQ Montréal	VEZINA, CARINE	151-311 - Institut universitaire de cardiologie et pneumologie
TURBIDE, NATHALIE	306-002 - Centre d'Accueil Marcelle Ferron Inc.	VIAU, MARIE-EVE	FIQ Québec
TURCOTTE, MAXIME	1065-1065 - CISSS de la Montérégie-Est	VINCENT, JOHANNE	1053-1053 - CIUSSS de la Mauricie et du Centre du Québec
TURCOTTE, SONIA	FIQ Québec	VIVES URENA, EDUARDO	462-653 - Institut de Cardiologie de Montréal
USE, MARIANNE	470-001 - Résidence Sorel-Tracy Inc.	VOYER, STEPHANE	1064-1064 - CISSS de la Montérégie-Centre
VALOIS, JOSEE	1062-1062 - CISSS de Lanaudière	WALDRON, JACQUELINE MARCI	296-652 - Centre universitaire de santé McGill
VARIN, JEAN-MICHEL	1065-1065 - CISSS de la Montérégie-Est	WARD, BRUCE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de- Montréal
VEILLETTE, ROBERT	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île- de-Montréal	WILLIAMSON, SHIRLEY	159-008 - Groupe Champlain Inc. (C Héb Champlain des Montagnes)
VEILLEUX, BIBIANE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	WONG, EDNA	1059-1059 - CISSS de l'Outaouais
VEILLEUX, STEPHANIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	ZAMOR, RICHARD	120-651 - CHUM
VEILLEUX, VINCENT	FIQ Montréal		

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REGROUPEMENT
DES FIQ

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