



12. MINUTES OF THE 1st RFIQ CONVENTION

RFIQ-A21-C-I-D12

OUR **CONVICTIONS**
THE DNA OF OUR **ACTIONS**

2nd CONVENTION
JUNE 7, 9 AND 10, 2021



FIQ | SECTEUR PRIVÉ

REGROUPEMENT
DES FIQ



MINUTES OF THE 1st RFIQ CONVENTION

November 27 to December 1, 2017

POLITICAL OFFICER
Marie-Claude Ouellet

COORDINATION
Lynda Lachance

WRITTEN BY AND SECRETARIAT
Fabienne Pouliot



**MINUTES OF THE 1ST REGROUPEMENT DES FIQ (RFIQ)
CONVENTION HELD ON NOVEMBER 27, 28, 29, 30 AND
DECEMBER 1, 2017 AT THE LÉVIS CONVENTION AND
EXHIBITION CENTRE**

REGROUPEMENT DES FIQ

MONDAY, NOVEMBER 27, 2017

1. OPENING MESSAGE

Régine Laurent, President of the Federation confirmed the quorum, and accompanied by 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 Organization of Work and Professional Practice 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 Status of Women and Occupational Health and Safety Sectors, Marie-Claude Ouellet, Secretary, Political Officer for the Organization and follow-up of meetings, the action plan and priority actions, Translation, Youth Committee and Roberto Bomba, Treasurer, Political Officer for the treasury, Union Defence Fund (FDS), Solidarity, Information Technology-Documentation Service, Internal and Administrative Services and Human Resources and Joint Political Officer for the Social Security Sector, opened the 1st Regroupement des FIQ Convention at 12:03 p.m.

She continued with a warm welcome for the distinguished guests who are attending this meeting. On behalf of the members of the Executive Committee, she also wanted to welcome all the delegates attending and invited them to take part in the activities.

2. APPOINTMENT OF THE CHAIRPERSON AND MEETING SECRETARY

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

Régine Laurent tabled motion **RFIQ-A17-C-I-01** (Laurent-Ouellet) and called for the vote.

RFIQ-A17-C-I-01 BE IT MOVED:

"To appoint Diane Brassard, Joanne Poulin, Mélissa Lacroix, Lynda Lachance, Sara Caron-Guay, Karine Paiement and Benoît Dandurand as chairperson and Fabienne Pouliot as meeting secretary."

Régine Laurent - Marie-Claude Ouellet

CARRIED UNANIMOUSLY

3. ADOPTION OF THE AGENDA

Presented by: Diane Brassard, Chairperson.

Reference document: RFIQ-A17-C-I-D1 "Agenda".

Diane Brassard acted as chairperson and read the agenda. Motions **RFIQ-A17-C-I-02** (Ouellet-Laurent) and **RFIQ-A17-C-I-03** (Ouellet-Laurent) were tabled.

A 10-minute plenary session began and the chairperson called for the vote.

RFIQ-A17-C-I-03 BE IT MOVED:

"To adopt the agenda with the addition of items:

- 8. Sectors and Services**
 - 8.1 2018 priority actions**
- 9. Social Security Sector**
 - 9.1 Renewal of the 2018 group insurance contract**
- 12. Finances**
 - 12.1 Solidarity Reserve**
 - 12.2 Union Defence Fund Committee: Report**
 - 12.3.1 Equalization: Report**

And add item "Organization of Work and Professional Practice Sector: Setting up an OWPP (OTPP) Network" "

Marie-Claude Ouellet - Régine Laurent

RFIQ-A17-C-I-02 BE IT MOVED: (amendment)

"To remove the adoption of the following minutes from the agenda:

- 10th Convention 2014
- Special Convention on March 13, 2015
- Special Convention on March 21, 2017

These will be adopted at the FIQ Convention."

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

RFIQ-A17-C-I-03 BE IT MOVED: (as amended)

“To adopt the agenda with the addition of points:

8. Sectors and Services
 - 8.1 2018 priority actions
9. Social Security Sector
 - 9.1 Renewal of the 2018 group insurance contract
12. Finances
 - 12.1 Solidarity Reserve
 - 12.2 Union Defence Fund Committee: Report
 - 12.3.1 Equalization: Report

Adding item “Organization of Work and Professional Practice Sector: Setting up an OWPP (OTPP) Network” ”

And removing the adoption of the following minutes from the agenda:

- 10th Convention (2014)
- Special Convention on March 13, 2015
- Special Convention on March 21, 2017

These will be adopted at the FIQ Convention.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

In terms of functioning, the chairperson asked the delegation to submit, if applicable, corrections to the minutes to the meeting secretary before their adoption scheduled for Friday. She also stated that one of the chairpersons is available at the back of the room to help delegates in writing their motions.

4. FIQ EXECUTIVE COMMITTEE REPORT

The delegates watched an exclusive interview that Régine Laurent gave to the host, Ms. Marie-France Bazzo, and which dealt with the FIQ Executive Committee report for the last three years. This report, overall positive, was on the raiding, mobilization, provincial negotiations, ratios, alliances and creation of the FIQP. This interview was also an opportunity to highlight the milestones during her mandate as president of the FIQ.

5. MESSAGE FROM THE PRESIDENT

Régine Laurent pointed out that a special week is taking shape. With the theme “Providing care: a collaborative affair”, this 11th Convention will be an opportunity to celebrate the 30 years of the FIQ. The visual image of the Convention, entitled “Le feu dans le bleu” illustrates the battles waged by the Federation and the determination and strength of the organization’s union representatives since its founding. In the context of this 11th Convention, the delegates will also participate in the 1st FIQ | Secteur privé (FIQP) and Regroupement des FIQ (FIQ and FIQP) Conventions. Over the next few days, we will take the time to look closely at our past and position the Federation for its future.

With the 75,000 healthcare professionals working in the public health network that it represents, the FIQ has become BIG, positioning itself as the key voice in health care. Not only in numbers, but also because it embodies unionism in the 21st century. Jointly with the FIQP and Regroupement des FIQ, the Federation is giving itself the means to rake in even more health professionals who do not work only in the public network. While continuing to defend its values, ideas and principles, the FIQ intends to pursue its

commitment to work defending the Québec people and settling on solutions and strategies to do the right thing, to do some good.

Ms. Laurent talked about the saying “Politics and political practice always take care of us and those we take care of”. Inspired by the proverb “Those who think that this is impossible are asked to not disturb those who are trying!”, she pointed out the importance of knowing what we want and always giving our all to achieve it. Know where, who, when and how to influence the politicians in order to have an impact. Also, know how to point out the successes of those who embrace our ideas.

Caring is an art, a great art full of knowledge! However, our role as caregiver implies that too often we relegate our own health to the bottom of the list. Therefore, every day we have to be aware that protecting our own health actively helps to protect the health of the population to which our professions are dedicated. We must also get society to recognize our real social and economic contribution. Being able to exercise our power to match our expertise, have our voice heard even more, be able to change things, all that will again require a lot of energy to stop the efforts to dismantle and weaken our public health network. It will not be easy and we all know it! Therefore, this Convention will be a kickoff to channel the union reps and members’ energy for a wide-ranging union project for a balanced health network, because care giving is a collaborative affair!

The application of the Barrette reform has completely transformed the vision of almost all FIQ unions. The scope of the territories is so large that union life, as we have known it for the last 20 years, is only a memory. This is a challenge, but not fatal, The FIQ’s history was forged on its ability to renew itself and excel in becoming the health network’s key voice in demanding better working conditions for all healthcare professionals. The FIQ faced major challenges over the last few years in changing the way of doing things with the goal of “thinking outside the box” as the 10th Convention theme indicated.

Ms. Laurent continued her speech by pointing out the different events this week. It will be an opportunity for the delegates to discuss the major issues affecting the labour movement, healthcare professionals and population and adopt the major orientations that will guide the Federation for the next four years. It will also be the time to elect the members of the FIQ and FIQP executive committees and members of the provincial and standing committees. All of these newly elected members will represent you until 2021!

Special guest speakers will come share their experience, namely the former Keeper of the Seals of the French Government, Ms. Christiane Taubira, well-known journalist and political analyst, Ms. Elizabeth Plank and Ms. Amélie Perron, Professor of Nursing at the University of Ottawa. The delegates will also participate in an international panel called “Public services and healthcare professionals: current situation”. That will be an opportunity for the Global Nurses United (GNU) representatives to share their experiences in the battle against austerity and privatization of public health services.

Lastly, Ms. Laurent emotionally concluded her speech because she will be passing the torch to her successor at the end of this 11th Convention. *“You will never hear me criticize the decisions and orientations that you take. I will not lay down arms, I will always be a nurse and an activist for progress. Now, I will be doing it differently. I will watch you grow, I will watch you get better, larger, stronger, with admiration!”*

In conclusion, she wanted to thank the members and union reps for the support they have shown over the last nine years, which allowed her to draw the necessary strength to wage all the Federation’s battles. She invited them to support their next president and members of their next executive committee, as they know how to do so well, promising them at the same time that they would not be disappointed!

6. SPEECH BY MS. LINDA SILAS, PRESIDENT OF THE CANADIAN FEDERATION OF NURSES UNIONS (CFNU)

Presented by: Marie-Claude Ouellet, Political Officer.
No reference document.

Marie-Claude Ouellet proudly introduced to the delegation a great woman who has always been at the Federation's side for all the battles waged over the last few years. Pointing out that she is an honorary member of the FIQ because she is the only person with an "entry card" to participate in all the meetings, it was with great pleasure that the Federation welcomed Ms. Linda Silas, President of the Canadian Federation of Nurses Union (CFNU).

First, Ms. Silas acknowledged the exemplary work by the president of the FIQ, Régine Laurent, and exiting members of the executive committee and wished them a happy retirement. It was with great pleasure that she addressed the delegation by stating that the FIQ and FIQP are in a good position compared with the general situation of unionism at the international level.

She also acknowledged the 30 years of the FIQ, emphasizing the fact that as a proposal-oriented union, the Federation, from the outset, defended the status of women file and that with the next generation of union reps, seemingly numerous and dynamic in our ranks, the years ahead are promising.

Ms. Silas ended by pointing out that the healthcare professionals are spoiled with public support and respect. However, attached to this respect are responsibilities, particularly defending the fact that health is a right and not a privilege!

Question of privilege:

- Marie-Claude Ouellet, FIQ Executive Committee, informed the delegates that they will be able to reserve tables for the supper organized as part of the festive evening on Tuesday, November 28. She gave instructions and suggested they consult the seating plan outside the meeting room by noon Tuesday to reserve their place.

Electoral process:

Danielle Deguire, Election Committee President, explained the electoral process, in accordance with the Regroupement des FIQ, FIQ and FIQP constitutions and bylaws. She continued by naming the members elected by acclamation for the positions of:

FIQ EXECUTIVE COMMITTEE

President:

- Nancy Bédard, CHU de Québec

Vice-presidents:

Sociopolitical, Status of Women and Solidarity Sectors:

- Shirley Dorismond, CIUSSS du Centre-Sud-de-l'Île-de-Montréal

Union Organizing and Education-Animation Services:

- Denyse Joseph, McGill University Health Centre - MUHC

Social Security, Occupational Health and Safety Sectors and Human Resources:

- Linda Lapointe, CHU de Québec

Secretary:

- Marie-Claude Ouellet, CISSS de la Montérégie-Est

Treasurer:

- Roberto Bomba, CIUSSS du Centre-Ouest-de-l'Île-de-Montréal

FIQP EXECUTIVE COMMITTEE

President:

- Sonia Mancier, Vigi Santé Ltée (Montérégie)

Secretary:

- Josée Chartré, Groupe Roy Santé Inc.

Treasurer:

- Martine Tremblay, Groupe Champlain Inc. (Montérégie)

Then she named the members elected by acclamation to:

REGROUPEMENT DES FIQ PROVINCIAL COMMITTEES

Election:

- Danielle Deguire, Centre hospitalier de l'Université de Montréal (CHUM)
- Nathalie Gilman, Centre hospitalier de l'Université de Montréal (CHUM)
- Caroline Bernard, Groupe Roy Santé Inc.

Union Defence Fund:

- Chantale Tessier, CIUSSS de la Mauricie-et-du-Centre-du-Québec
- Isabelle Trépanier, CHU de Québec

FIQP COMMITTEES

Internal Audit:

- Isabelle Roy, CHSLD Âge3 Inc.
- Marie-Ève Ringuet, Groupe Roy Santé Inc.
- Dominique Boutin, Centre hospitalier St-François Inc.

Ms. Deguire specified that there would be an election to fill positions on the following committees:

FIQ Executive Committee:

- Nurse vice-president, Labour Relations and Negotiation Sectors
- Vice-president, Organization of Work and Professional Practice Sector and Legal Team
- Licensed practical nurse vice-president, Labour Relations and Research Sector

FIQP Executive Committee:

- Nurse vice-president
- Licensed practical nurse vice-president

FIQ statutory committee:

- Internal Audit

FIQ standing committees:

- Status of Women
- Youth
- Occupational Health and Safety

She continued by informing the delegation that there is a 4-hour extension of the nomination period, until 5:05 p.m. today, for the following committees:

- Election (2 substitutes)
- Union Defense Fund (2 substitutes)
- FIQP Internal Audit (2 substitutes)
- Education-Animation

Lastly, she reminded the delegates of application of the election policy for the ongoing electoral campaign and ended by pointing out that the presentation of candidates would be on Wednesday, November 29 for all positions up for election.

Question of privilege:

- The Federation's Women's Network was held on October 24 and 25, 2017 with the theme, "Women and workplace violence". Linda Lapointe, member of the FIQ Executive Committee and Political Officer for the Status of Women Sector, informed the delegates that the Network wanted to create a space for women to discuss the violence they witness or are victims of when working.

Ms. Lapointe invited the members of the Status of Women Committee to unfurl the banner bearing the 120 commitments taken by each participant during this activity on zero tolerance for workplace violence. She also invited the delegates to take inspiration from it so that they can also take concrete action to fight against this evil.

8. SECTORS AND SERVICES

8.1 2018 Priority Actions

Presented by: Marie-Claude Ouellet, Political Officer.

Reference document: RFIQ-A17-C-I-D8 "2018 priority actions".

A PowerPoint accompanied the presentation.

Marie-Claude Ouellet informed the delegation that despite the government's repeated assaults on the health network, the Federation's hard work over the last few years has allowed it to come through the Bill 90 whirlwind with a positive report. The organization can say that it has made significant breakthroughs because it now represents 75,000 healthcare professionals. It can be proud of the work accomplished!

At the end of this major whirlwind, austerity programs are still testing the basic elements of our society. Over the last few years, the pace of the neoliberal reforms sped up everywhere in the world with the same objective of unraveling the social safety net, thus provoking havoc that we thought we would be safe from for several decades.

This existing situation only reminds us how much our union values of justice, equality and solidarity must be reaffirmed and updated and also always be proud of who we are: healthcare professionals, union representatives and feminists.

The FIQ's culture of advocacy, which starts at the patient's bedside, does not stop at the hospital's front door. This is why the 2018 priority actions' objective is to make this happen, using our voice to get our members' working conditions respected, defending causes that seem fair to us and denouncing situations that outrage us.

Furthermore, do not forget that 2018 will be an election year in Québec. Therefore, politicians will listen to the FIQ's demands more attentively than usual. There is good reason to believe that the next budget will be election-minded. Nevertheless, regardless of this budget, it is high time that the healthcare professionals stop paying the price of governments' politics and shortsightedness.

Therefore, this year will be an opportunity for collectively reflecting on the principles and values that should back our politics and economy and choose a new government that will have a promising vision of the Québec public healthcare system.

As our 2018 priority actions attest, the Federation is all set up and ready to support the new local teams and represent its new members, while pursuing key projects.

Ms. Ouellet outlined the actions for the three major priorities retained by the organization for 2018:

Priority 1 – Local negotiations and Letter of Understanding No. 6

- Complete the negotiation of the local provisions of the collective agreement preserving our gains and taking into account the new territorial reality of our unions;
- Complete the analysis and evaluation of the quantitative data for finishing Letter of Understanding No. 6.

Priority 2 - Continue setting up the new offer of services and support mobilization

- Continue the rollout of the new offer of services in the field in all regions where the FIQ is present;
- Make the necessary adaptation and adjustments.

Priority 3 - Safe healthcare professional-to-patient ratios: Letter of Understanding No. 17 and the ratios "project"

- Continue the committee's work on Letter of Understanding No. 17;
- Emphasize awareness-raising on the ratios file with union reps, members and the population;
- Mobilize the teams and members to establish a better balance of power with the government;
- Launch a publication denouncing the current failures in the system;
- Give direct training to the members;
- Continue the research to develop the FIQ ratios model adapted to the reality of Québec.

In conclusion, Ms. Ouellet wanted to repeat, 2018 would be a year of solidarity, consolidation and mobilization.

At the end of the presentation, motion **RFIQ-A17-C-I-33** (Ouellet-Laurent) was tabled.

A 20-minute plenary session began.

Motion **RFIQ-A17-C-I-32** (St-Amand-Charbonneau) was tabled.

In terms of functioning, the chairperson announced that she was suspending work on this subject because the deliberative assembly and vote on document D8 will take place on Friday, December 1st.

Ms. Ouellet concluded by pointing out that the priority actions drive the consolidation and mobilization of all the organization's components. There are major struggles ahead, but the FIQ has known many others.

The key to our success has always been and remains our solidarity and capacity to mobilize for the causes in which we believe and 2018 will be no exception!

Point of information:

Marie-Claude Ouellet, FIQ Executive Committee, gave instructions on the registration for and holding of the intersectoral workshops on Tuesday, November 28.

9. SOCIAL SECURITY SECTOR

9.1 Renewal of the 2018 group insurance contract

Presented by: Linda Lapointe and Roberto Bomba, Political Officers, accompanied by Jean-François Tremblay, Union Consultant.

Reference document: RFIQ-A17-C-I-D7 “2018 Renewal group insurance plans”.

A PowerPoint accompanied the presentation.

First, Linda Lapointe reminded the delegation that the 2017 renewal of the group insurance contract offered the members one of the best group insurance coverages at the best price. A responsible 2017 renewal positions the Federation favorably for 2018.

The 2018 renewal marks the arrival of 7,600 new members who joined the organization’s ranks following the most recent change of union allegiance period last May. A significant addition of members to our group has had a positive impact on the renewal, including a lowering of certain administration costs for the insurer. This will result in recurring savings for all the FIQ and FIQ | Secteur privé members.

Jean-François Tremblay continued the presentation giving the results of the negotiation between the Federation and insurer, Desjardins Financial Services on the renewal conditions for the group insurance contract for January 1, 2018 to March 31, 2019. The negotiated adjustments for the FIQ and FIQP members covered different plans, the basic drug plan, basic health (extended plan III), extended plan I (dental care), extended plan II (life insurance, long-term disability insurance) and premium holidays and rates paid on January 1, 2018.

Mr. Tremblay wanted to specify that in order to have a renewal that will now take place on April 1st every year, this group insurance contract will be exceptionally 15 months. Therefore, the premium rates will remain the same throughout this timeframe. This extension is necessary to hold the consultation with the members. Based on the conclusions from this consultation, the members will be able to modify their group insurance coverage before the April 1, 2019 renewal. This correction will also take advantage of this optimal way of using the government’s additional contribution obtained during the last negotiation of the collective agreement and give the members premium holidays. Thus, the group insurance contract renewal will coincide with the salary increases, instead of at the beginning of the year when various deductions are reactivated or adjusted.

In conclusion, Roberto Bomba talked about the importance of the affiliated unions getting involved in the disability files to ensure better follow-up and facilitate their members returning to work. Again this year measures were reactivated and others put in place, in conjunction with the insurer, Desjardins Financial Security, to better manage returns to work. Therefore, it is important to provide all the information so that the organization can support its members and thus ensure a better management of its disability files. To do this, the FIQ will provide support and the necessary training for the local teams.

Despite regular consultations done over the years and the universal rather than the modular plan has always been retained, the FIQ thinks it is critical to do another consultation in 2018 and set in motion several actions to carry out this consultation. Therefore,

WHEREAS the analysis of the context and evolution of costs for the group insurance plan;

WHEREAS the context of the change of union allegiance and arrival of 7,600 new members;

WHEREAS the consultation planned in 2018;

WHEREAS it is important that the participants benefit from a premium holiday linked to the government's additional contribution for 2018-2019;

Motion **RFIQ-A17-C-I-04** (Bomba-Lapointe) was tabled.

A 45-minute plenary session began.

Motion **RFIQ-A17-C-I-05** (Cormier-Garneau) was tabled.

The delegation agreed to extend the plenary session for the 3 people at the microphones.

The chairperson opened a 20-minute deliberative assembly.

Sébastien Simard, delegate from the CISSS de la Montérégie-Centre, asked for a split vote on motion **RFIQ-A17-C-I-05** (Cormier-Garneau).

Linda Lapointe and Stéphane Cormier used their right to rebuttal. The chairperson called for the vote.

RFIQ-A17-C-I-04	BE IT MOVED:
<u>Recommendation in document D7</u>	
"To accept all the renewal conditions negotiated by the Social Security Sector and accepted by the insurer for a 15-month period on an exceptional basis, as presented."	
Roberto Bomba - Linda Lapointe	CARRIED BY A MAJORITY

RFIQ-A17-C-I-05 **BE IT MOVED:**

"That the FIQ ask for a provincial call for tenders for the renewal of our group insurance plan through the Social Security Sector."

Stéphane Cormier - Patrick Garneau

RFIQ-A17-C-I-05a	BE IT MOVED: (split vote)
"That the FIQ ask for a call for tenders through the Social Security Sector ..."	
Stéphane Cormier - Patrick Garneau	CARRIED BY A MAJORITY

RFIQ-A17-C-I-05b **BE IT MOVED: (split vote)**

"... ///provincial /// ..."

Stéphane Cormier - Patrick Garneau

DEFEATED

RFIQ-A17-C-I-05c	BE IT MOVED: (split vote)
"... /// for the renewal of our group insurance plan."	
Stéphane Cormier - Patrick Garneau	CARRIED BY A MAJORITY

RFIQ-A17-C-I-05 BE IT MOVED: (as amended)

“That the FIQ ask for a call for tenders for the renewal of our group insurance plan through the Social Security Sector.”

Stéphane Cormier - Patrick Garneau

CARRIED BY A MAJORITY

Question of privilege:

- Régine Laurent, FIQ Executive Committee, announced that the Coopérative de solidarité SABSA, attending the meeting this week, is continuing its 2017-2018 annual fundraising campaign with the objective of reaching its goal of \$250,000. Ms. Laurent invited the delegates to buy tickets at \$5 each for the drawing of a beautiful canvas entitled “Course amicale”, donated by Réal Fournier, Artist. Tickets can be bought at the FIQ boutique during this Convention and on the SABSA web site.

Joanne Poulin acted as chairperson.

Questions of privilege:

- Caroline Simard and David Morneau, Union Consultants in the Education-Animation Service, informed the delegation that there would be a fun activity during this Convention on November 28, 29 and 30. Designed and developed following a request from the Convention Committee, the “Regions Rally” will encourage interactions between union reps and help them discover the regional and union specificities of the different FIQ regions.

Supported by a PowerPoint, Ms. Simard and Mr. Morneau explained the registration procedure and gave instructions on this activity where the participating teams have to answer four questions submitted by each of the twelve participating regions. Lastly, they invited them to register for this activity in great numbers to have the chance to win one of the 12 baskets of Québec produce made by the participating regions.

- Marie-Claude Ouellet, FIQ Executive Committee, provided further details on the shuttle service for each hotel. She also gave information on the shuttle service for the festive evening on Tuesday, November 28 and stated that there is a place reserved for those without accommodation or cannot return to their hotel before the cocktail.

16. ORGANIZATION OF WORK AND PROFESSIONAL PRACTICE SECTOR

16.1 Setting up an OWPP Network

Presented by: Nancy Bédard, Political Officer, accompanied by Julie Martin and Sara Caron-Guay, Union Consultants.

Reference document: **RFIQ-A17-C-I-D13** “Recommendation for setting up an Organization of Work and Professional Practice Network (OWPP)”.

Nancy Bédard reminded the delegation that the December 2016 Federal Council adopted the following motion by a majority:

“To evaluate the possibility of setting up a Task and Organization of Work Network and evaluate the financial impact on the financial forecasts for 2017.”

In response to this recommendation, Ms. Bédard wanted to state that it is very *possible* to hold an Organization of Work and Professional Practice (OWPP) Network at the FIQ, the financial impact does not seem to be an obstacle to making such a project a reality.

Over the last few months, the union reps have confirmed their need to be better equipped, not only for occupational health and safety, but also for organization of work and professional practice issues regarding the safe healthcare professional-to-patient ratios projects, among others. Trying to respond to this need adequately, the OWPP Sector looked at certain factors and can now deliver the results of its analysis.

Sara Caron-Guay continued the presentation by reminding the delegates that the main objective of the network formula is networking and discussions between the union reps, as they expressed at the Federal Council in 2014. Therefore, the OWPP Sector wants to consider a formula that will not only equip the union reps for intervening at the local level in OWPP but also facilitate discussions while taking into account the needs of the union reps involved, regional differences and institution profiles.

Obviously, the FIQ believes this network should have the benefit of supporting ongoing actions likely to improve the organization of work and professional practice of its members consistent with the Federation's priorities, particularly regarding the ratios projects.

At the end of the presentation, motion **RFIQ-A17-C-I-07** (recommendation from document D13) (Bédard-Ouellet) was tabled.

A 15-minute plenary session began.

Motion **RFIQ-A17-C-I-06** (Caron-Dufour) was tabled.

The chairperson opened a 10-minute deliberative assembly, followed by the call for the vote.

RFIQ-A17-C-I-07 BE IT MOVED:

Recommendation in document D13

“That two OWPP Networks be held as pilot projects before the next Convention in 2021. Holding them will be based on the organization’s priorities and on the most appropriate dates;

That after these two Networks the OWPP Sector will analyze the participation of the local officers in organization of work and professional practice in this activity and its impact on the exchange of information and knowledge linked to OWPP issues;

That this evaluation be shared with the delegation at the 2021 Convention to determine the pertinence of making the Network permanent;

That the composition of the OWPP Network be based on that of the existing Networks.”

Nancy Bédard - Marie-Claude Ouellet

RFIQ-A17-C-I-06 BE IT MOVED: (amendment)

“That the FIQ hold 3 OWPP Networks by 2021.”

Martine Caron - Ginette Dufour

CARRIED UNANIMOUSLY WITH ABSTENTIONS

Recommendation in document D13

“That the FIQ hold 3 OWPP Networks by 2021. Holding them will be based on the organization’s priorities and on the most appropriate dates;

That after these two Networks the OWPP Sector will analyze the participation of the local officers in organization of work and professional practice in this activity and its impact on the exchange of information and knowledge linked to OWPP issues;

That this evaluation be shared with the delegation at the 2021 Convention to determine the pertinence of making the Network permanent;

That the composition of the OWPP Network be based on that of the existing Networks.”

Nancy Bédard - Marie-Claude Ouellet

CARRIED UNANIMOUSLY

12. FINANCES

12.2 Union Defence Fund Committee: Report

Presented by: Roberto Bomba, Political Officer, accompanied by Sonia Mancier and Jean Cartier, members of the Union Defence Fund Committee.

Reference document: RFIQ-A17-C-I-D16 “Financial Questions”.

Roberto Bomba reminded the delegation that the mandate of the Union Defence Fund (FDS) Committee is to raise the efficiency of union action by ensuring support for the defence or at the time of the defence of workers’ rights. Its mission is to examine requests for financial assistance, authorize the release of funds and ensure the collection of all outstanding amounts due to the Union Defence Fund.

Sonia Mancier continued with the report of the work for the *organizing* and *disbursement* components and presented the requests for mobilization support handled and accepted by the FDS.

Mr. Bomba concluded the presentation by inviting the members to use the FDS without hesitation if needed and to contact their labour relations union consultant for any questions related to this file.

A 15-minute plenary session began.

12.1 Solidarity Reserve: Report

Presented by: Roberto Bomba, Political Officer, accompanied by Suzanne Prévost, Union Consultant.

Reference document: RFIQ-A17-C-I-D16 “Financial Questions”.

A PowerPoint accompanied the presentation.

Roberto Bomba gave a short history of the main decisions regarding the functioning of the reserve for developing files associated with solidarity, since its creation 26 years ago. He stated that the objective of the FIQ Policy on provincial and international solidarity, adopted in 1993, is to support projects or struggles for the protection or advancement of rights and freedoms. Guidelines were set up regarding the distribution of the money allotted to the reserve with the adoption of this policy. A major change was made to the Solidarity Reserve after the Federation adopted the New Practices in Solidarity Program. Therefore, in order to develop new practices, \$1 a year, per dues-paying member is paid from the organization’s regular budget to the Solidarity Reserve, bringing it to \$3 a year per dues-paying member.

Suzanne Prévost continued by specifying that the New Practices in Solidarity Program is structured around the five following lines:

- international solidarity information and education activities;
- international solidarity internships;
- financial support for projects strengthening solidarities;
- political actions;
- special projects.

She shared the report on the use of the money paid to the Solidarity Reserve for 2014-2016 with the delegation, 2/3 assigned to provincial solidarity actions and 1/3 to international solidarity actions.

Mr. Bomba ended by pointing out that the Solidarity Reserve, though its funds are modest, succeeds in making a real difference in carrying out concrete projects and actions for improving the daily lives of citizens who are among the most deprived or workers deprived of the minimum necessary. The Solidarity Reserve makes an important contribution to improving the lives of many people, be proud of it!

A 15-minute plenary session began.

12.3 Equalization

12.3.1 Report

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

Reference document: RFIQ-A17-C-I-D16 "Financial Questions".

Roberto Bomba presented the equalization report to the delegation.

Adopted at the Special Convention in March 2017, the modifications of the Equalization Policy rules went into effect as of April. Hence, the Federation restated the need to ensure the development of a stimulating and mobilizing union life for all its unions, even if their members sometimes work in sites separated by several kilometers.

Mr. Bomba reiterated that there are two forms of equalization, a direct and an indirect one. Indirect equalization covers delegates' expenses for FIQ decision-making meetings and that of the participants at Networks and training sessions given by the FIQ according to the policies in effect. Direct equalization is a rebate of dues paid to the unions that meet the following conditions:

- A union representing a small number of members;
- A union with remoteness and dispersal of members;
- A local union in a northern region with remoteness and dispersal of members;
- A union that assumes the costs for additional union leave days for the participants at decision-making meetings and training sessions.

In conclusion, equalization allows the organization to pay nearly 3 million dollars a year to support local union life and mobilization of nurses, licensed practical nurses, respiratory therapists and clinical perfusionist members of the FIQ.

A 15-minute plenary session began.

12.3.2 Amendment of the equalization

The chairperson stated that there is no presentation for this point and opened a 15-minute plenary session to table the amendments.

Motions **RFIQ-A17-C-I-08** (Mancier-Bomba) and **RFIQ-A17-C-I-09** (Lajoie-Boucher) were tabled.

A 20-minute plenary session began followed by an extension for the two people at the microphones.

The chairperson read the motions tabled in the plenary session. An impact committee began for Mr. Bomba to comment on the impacts of the provisions of the new motions tabled for debate.

A 20-minute deliberative assembly began, followed by the call for the vote.

RFIQ-A17-C-I-08	BE IT MOVED:
"That the FIQ pay the FIQP the equivalent of the amount received by the unions affiliated to the FIQP as equalization."	
Sonia Mancier - Roberto Bomba	CARRIED BY A MAJORITY

RFIQ-A17-C-I-09	BE IT MOVED: (amendment of the equalization policy)
"Modify the 150 km from the head office by 100 km from the head office."	
Patricia Lajoie - Aline Boucher	CARRIED BY A MAJORITY

In terms of functioning, the chairperson informed the delegates that they need to take all their personal belongings and documents with them when the meeting adjourns, because the room will be rearranged for the intersectoral workshops scheduled for 9 a.m. tomorrow.

Election process:

Election Committee report

The President of the Election Committee, Danielle Deguire, informed the delegation that the first extension of the nomination period ended at 5:05 p.m. and informed them, at the same time, that there are still positions to fill on the Union Defence Fund, Election and FIQP Internal Audit Committees. Because there are no candidates to fill these positions, two consecutive extension periods of four hours will start as of 8 a.m. on Tuesday, November 28 and will end when the debates end at 4 p.m.

Adjournment at 6:22 p.m.

TUESDAY, NOVEMBER 28, 2017

The delegates were asked to go to the workshop they had chosen as of 9 a.m., led by the union consultants from various FIQ sectors and services. The activity for the morning schedule is under the following themes:

- Everyone is [not] talking about it: the inequalities and health, our business?
- Are you "S.M.A.R.T."?
- Workplace harassment and violence: acting at the local level, acting collectively!
- Operation Snowflake: mobilize to rule more effectively
- Better document union action: best practices
- Current political context, rise in populism and unionism: opportunity or threat for the FIQ
- Union democracy in the age of electronic voting

Meeting resumed at 2:20 p.m.

Mélissa Lacroix acted as chairperson.

Questions of privilege:

- Danielle Deguire, President of the Election Committee, reminded the delegates about the election policy stipulating that once the election notice is sent, until the announcement of the vote results, the delegates, including members of the provincial, FIQ committees and FIQ and FIQP executive committees, agree to show respect, moderation and decorum in expressing their opinions or preferences regarding a candidate.
- David Morneau, Union Consultant in the Education-Animation Service, gave some details for registering for the “Regions Rally” which will take place over the course of the week. He invited the delegates to visit the 12 regional booths in great numbers to learn more about the different regional realities.

7. CONVENTION THEME

Presented by: Marie-Claude Ouellet, Political Officer, accompanied by Nancy Moore, union rep, Julie Rioux, Marc-Antoine Durand-Allard and Frédérique Beauchamp, Union Consultants.

Reference document: RFIQ-A17-C-I-D2 “Providing care: a collaborative affair – Theme Document”.

A PowerPoint accompanied the presentation.

Marie-Claude Ouellet started the presentation by stating that every convention is a high point for a union. It is the time to ignore the fires needing to be put out every day for a few days, collectively reflect, be inspired by others’ ideas and question our certainties with key speakers.

Every convention has its theme document. It is a little like a collection of the ideas that the Federation wants to suggest for the years ahead. The FIQ has developed new models since the 2014 Convention that emerged from the “Think outside the box” theme. The latter began as pilot projects and could not be standardized and implemented on a large scale. Hence, to understand today’s theme clearly, it is a good time to review the ground covered over the last ten years that inspired the organization’s project. Therefore, the idea behind the 2017 Convention is that the “new models approach” will be relaunched on a broader scale and integrated into the daily management of the collective work contract. Union renewal always being a matter of concern, the organization will take the time to understand the world in which we live in 2017 and identify the issues and objectives that will drive us until the next convention.

Ms. Ouellet put into context some data on the state of unionism. Right-wing commentators have proclaimed the end of unionism for a long time and alleged that union activists are slowly dying for the best of the economy. However, this is not the case. Union membership in North America has been mostly stable over the last 10 years and some sectors are even growing. Moreover, these days, the largest unions are in public service and their members are increasingly women. Unionism in health is not a second rate unionism, behind blue-collar workers and construction. One out of every four unionized person works in the health sector! We are completely entitled to make our demands public!

Another significant change the last few years: the arrival of the Internet and, especially, social networking sites that have become a key virtual platform where anyone’s ideas, opinions and emotions can become the subject of public debate. To the extent that one might think that political or collective action had gone digital. Ms. Ouellet cited two inevitable cases as examples. First, the Arab Spring events were labelled as “Revolution 2.0”. Social and protest movements can benefit from social networking. They are not the only ones to invest in these new communication platforms: politicians are using them more and more to shape their image and their messages. Moreover, the second case is without a doubt the American president, Donald Trump. He uses social media without reservation to pass his raw messages, while continuing to mark the imagination of the West.

Ms. Ouellet wanted to point out that social media are not a setting for debate. They are, instead, useful for making issues known and keeping people up to date on what is going on. The Internet only polarizes and validates opinions. Avoid falling into the trap of believing that civic life is now online!

Starting with the United States and then moving through Chicago, to finally return to Québec, the Convention Committee members put into context three studies of cases that inspired the FIQ to reinvigorate the basis for union renewal and illustrate the Convention theme "Providing care: a collaborative affair". They retraced the history of National Nurses United (NNU), Chicago Teachers Union (CTU) and that of the Abitibi case.

National Nurses United

National Nurses United (NNU) is the largest nurses' labour organization in the United States. Founded in 2009, the NNU united the California, Massachusetts, Minnesota and Maryland unions. Its goal is to give healthcare professionals a national voice and organizing power to defend a more militant, progressive agenda and be closer to the members and communities. Today, the organization is almost 200,000 members, a tiny part of the 3 million American nurses, who are 20% unionized. Despite a very difficult, even antiunion context, NNU is still growing and in states such as Florida and Texas, where unionism is frowned upon.

Among the NNU's major files, the one on ratios is without a doubt its signature one. Moreover, the NNU is fighting for a law on ratios. Local labour relations are also at the heart of the struggles that they deal with every day, particularly the staffing of the teams (ratios), staff movement (float team) and mandatory overtime. The NNU does not hesitate either to get the institutions out to participate in numerous demonstrations and speak out in defending issues in public, always linking the two sides of a problem: the problem in the workplace and the ensuing one outside the workplace.

The NNU never settles a file discretely. The process is transparent, public, with the members and communities. It politicizes all issues, always to provide care for the world where we live.

The Chicago Teachers Union

The battle began in 2008 when a group of teachers affiliated with the Chicago Teachers Union (CTU) decided to create a group they called the Caucus of Rank and File Educators (CORE). CORE's strategy was ambitious and involved a strategic vision of the issues: political education of their members, teachers and the public. Thus, over the years, CORE has supported political education of its members and has been involved politically to build alliances with key stakeholders in the community.

In 2012, the troops went on strike for seven days with the support of parents and the citizens of Chicago, which was an unprecedented event in the United States, because it affected 180,000 homes, totalling 400,000 people.

First, like the healthcare professionals, teachers are people motivated by a particular meaning given to their work, a mission of some sort. They also know that going on strike, withdrawing their services has a direct impact on those they are supposed to serve. Like here in Québec, the Chicago teachers have had to adapt to successive reforms, which under friendly cover, are always geared towards more privatization.

The Chicago Teachers Union showed, not only that a strike remains the most powerful weapon, but, above all, the success of using it in a context where "stopping production" involves human beings. To use this formidable means, the union put its demands in a geographic perspective, essentially geopolitical. All of that obviously depended on developing deep relationships with the community in the broadest sense and strong social capital in the local unions thanks to proven natural leaders. This union was also able to demonstrate the critical importance of what union democracy means, of letting the workers involved make the necessary decisions in the fights that affect their real lives.

It is important to retain from these two cases that education and health care are strategic sectors for major corporations who are looking to develop new markets. Consequently, future significant union struggles will surely be in these sectors, because for the rest of the economy, with the relocations and uberization of work (agency personnel), it is difficult to see a promising future in the short term.

It must also be retained that all these deep “organization” strategies of workers, by mobilizing their professional integrity, developing a strong social fabric in the workplaces and relationships between the workplace and community create solidarity perpetuated over time.

In applying these lessons to our situation, the key resides in our capacity to present to our patients and their families how good practice conditions for the healthcare professionals have a direct impact on their health and quality of care they receive. The work requires rigor and perseverance, but there is no shortcut for developing its bargaining power and capacity for union action.

Case study in Abitibi

The Centre de santé et de services sociaux des Aurores-Boréales is located in the MRC d'Abitibi-Ouest territory. It serves a population of 21,308 residents, spread over 21 municipalities.

In June 2016, an announcement by the Centre intégré de santé et de services sociaux (CISSS) de l'Abitibi-Témiscamingue of more than \$25 billion in budget cuts provided for a total closure of the Mental Health Unit at Aurores-Boréales. After this announcement, a broad action plan was set in motion leading to a long battle from June to November 2016. At the end of several mobilization actions by different groups, consultations with the public and representations made with various CISSS committees and project leaders, the CISSS de l'Abitibi-Témiscamingue decided to cancel the closure project of the Mental Health Unit at Aurores Boréales.

At the end of the presentation, Marie-Claude Ouellet hoped the delegates were greatly inspired by these case studies. “We can learn a lot from these stories, as we are not that far from such situations”, she pointed out.

She read the recommendations tabled in line with the presentation and pointed out that they aim to formalize a change of culture that has already been happening at the Federation for several years now. Towards a more militant and less corporate culture. Acting means taking a risk while knowing that the status quo is more comfortable! By taking action, a field of new possibilities opens up because the situation we are denouncing is rendered obsolete!

The following motions were tabled:

RFIQ-A17-C-I-18 (recommendation 1 from document D2) (Ouellet-Bédard)

RFIQ-A17-C-I-21 (recommendation 2 from document D2) (Ouellet-Bédard)

RFIQ-A17-C-I-22 (recommendation 3 from document D2) (Ouellet-Bédard)

RFIQ-A17-C-I-23 (recommendation 4 from document D2) (Ouellet-Bédard)

RFIQ-A17-C-I-24 (recommendation 5 from document D2) (Ouellet-Bédard)

RFIQ-A17-C-I-25 (recommendation 6 from document D2) (Ouellet-Bédard)

A 15-minute plenary session began.

Motion **RFIQ-A17-C-I-19** (Lambert-Bérubé-Proulx) was tabled.

In terms of functioning, the chairperson announced that she was suspending work on this point, and will resume on Friday, December 1st. A deliberative assembly will be held when work is resumed, followed by the adoption of the motions.

In conclusion, Ms. Ouellet announced that the three conferences during the Convention are closely linked to the theme. This is why she invited the delegates to continue their reflection on the theme with a view to the adoption of the recommendations scheduled for this Friday.

In ending, Julie Rioux and Marc-Antoine Durand-Allard presented the mobile application now available to facilitate the week's progress. They gave instructions and a demonstration on how it is accessible on all platforms. Delegates will be able to ask questions or make comments to the speakers dynamically through this mobile app.

Adjournment at 4 p.m.

WEDNESDAY, NOVEMBER 29, 2017

Meeting resumed at 10:03 a.m.

Mélissa Lacroix acted as chairperson.

Questions de privilege:

- Danielle Deguire, President of the Election Committee, announced that the second extension for nominations that ended yesterday at 4 p.m. will not be extended.
- Kathleen Bertrand, President of the Syndicat des professionnelles en soins du Nord-de-l'Île-de-Montréal, informed the delegates that representatives from Parole d'excluEs are here today to support the FIQ in setting up a neighbourhood clinic in the north east part of Montréal-Nord. She asked the delegates to mobilize and support this project and sign the petition for the Minister of Health, Gaétan Barrette, supporting the opening of this clinic.
- Linda Lapointe, FIQ Executive Committee, wanted to thank and congratulate Marie-Claude Ouellet and her team as well as the sponsors who have helped in organizing the festive evening. Very emotional, that activity was memorable in many ways.

7. CONVENTION THEME: "WORKING WITH AND FOR OTHERS"

Presented by: Marie-Claude Ouellet, Political Officer, accompanied by Christiane Taubira, speaker.
No reference document. A video clip accompanied the presentation.

The delegates watched a video clip in which Ms. Christiane Taubira announced that she was leaving the French Government because of a major political disagreement, choosing to be true to herself, her values, battles, and most importantly to her relationships with others.

Marie-Claude Ouellet introduced a great woman in French politics, activist and committed. Keeper of the French Seals (Minister of Justice) from 2012 to 2016, she has been a key political figure in Europe and French-speaking countries. Her integrity, capacity for outrage and sense of justice make her a very inspiring model. Ms. Ouellet asked the delegation to welcome Ms. Christiane Taubira warmly.

Ms. Taubira said she was very happy to have the chance to come talk to the Federation's union representatives emphasizing at the same time that, from her first meeting with Ms. Laurent, she liked her spirit, determination, clairvoyance and the pertinence of her analyses, without forgetting her team spirit.

According to Ms. Taubira, it is important to invest in places of power to avoid the commodification of education and health and to nurture hope, and then it is possible to build a fairer world by being committed. A hope that unionists have to maintain. Whatever the objective, as long as it covers the common good, it will always be possible to make progress by mobilizing.

Being committed as individuals, when we are increasingly isolated and alone, torn apart through multiple affiliations, is not an easy task. However, this commitment is critical for democracy to exist and so that the voice of the powerful is not the only one heard. The social contract that binds us to our governments is increasingly threatened and unions cannot be silent in the face of this.

Ms. Taubira invited all citizens to dive in, be committed for the good of others and consequently, for their own good. *“We end up thinking that politics are not where decisions are made, that it is economic forces that make the decisions. The reality is that economic forces storm the places of power. But all goods, all services are not a commodity. Education and health are not a commodity”*, she concluded.

At the end of the presentation, the members of the Convention team invited the delegates and consultants to address their questions or share their comments with Ms. Taubira.

In closing, Ms. Ouellet thanked Ms. Taubira for her talk that generated great interest in the delegation and repeated that she is an inspiring model for all the members of the Federation. She wanted to let her know that Régine Laurent would have liked to be here for her speech; however, she is at the National Assembly because they paid a tribute to her career this morning.

11. REGIONAL ACTION AND CONSENSUS-BUILDING TABLES (TRAC)

11.1 Report and outlook

Presented by: Marie-Claude Ouellet, Political Officer.

Reference document: RFIQ-A17-C-I-D5 “TRAC Report”.

First, Marie-Claude Ouellet reminded the delegation that at the Federal Council in May 2014, delegates gave the Federation’s Executive Committee, a mandate to present a working document to talk again about the Regional Action and Consensus-Building Tables (TRAC), a place for encouraging and supporting regional collective action. The TRACs were created in spring 2005 after Bills 25 and 30 were passed.

The particular context that prevailed at the time of their creation is strangely similar to the one in which we find ourselves since spring 2015: reorganization of the health institutions’ governance and forced merger of local unions. This background has led the Federation to define the TRACs as a place of consensus-building and solidarity with other organizations (unions, community).

The TRAC report, presented at the 2014 Convention pointed out that:

“The sociopolitical context cannot deny the relevancy of the TRACs: the consensus building between the unions in each territory, mobilization and solidarity are now more crucial than ever to fight against the attacks on the unions and public services.”

Today’s report first presents a summary of the TRACs’ activities between November 1, 2013 and April 29, 2017. This report also addresses certain reflections that need to go further to make the TRACs functional and pertinent in the context because the structural changes to the network have a direct impact on our organization.

Summary of activities

A series of major challenges have mobilized the organization since the last Convention. Hence, the TRACs have had to veer away from their primary mission to respond to important *ad hoc* needs. Indeed, every year since 2014, a specific action plan linked to an urgent matter pushed aside all other priorities and was supported by the TRACs, particularly during the 2014 raiding period, negotiation of the provincial collective agreement in 2015 and, in 2016, during the change of union allegiance period as a result of Bill 10.

The specific activities held by the TRACs over the last three years rolled out around four areas: visibility, consolidation, popular education and support of community organizations.

Outlooks

In its report to the 2014 Convention, the intersectoral committee on the enhancement of the TRACs stated that the consultations highlighted the pertinence of reviewing the objectives and role that the TRACs need to fulfill. Another finding affected the pertinence of establishing a common thread specifying the sense of the work the TRACs need to do. With the changes that happened since spring 2015, there were several consultations with the TRAC political officers, union spokespersons and union consultants. These showed that the Tables' objectives and roles are likely to change and need to be redefined in the current context.

In 2017, the new issue is the composition of the TRACs. Several of them are now composed of only one union representing the CISSS or CIUSS, while in other regions; the TRACs represent several CISSSs, CIUSSSs and non-merged institutions. Such a situation represents a challenge and may lead to some confusion in the roles.

In the end, the discussions in the spring with the players involved in the TRACs highlighted that the status quo is not viable and that a major realignment is essential. However, as concerns the redefinition of the TRACs' mission, two visions clash with each other.

On one hand, it is possible to consider the TRACs as a formal regional union structure with the main mandate of ensuring communication between the different union entities in it and that would ensure the management of files such as the consolidation and mobilization for social issues, especially union ones. The TRACs' vision implies that the members of the unions' executive committees in the region are involved.

On the other hand, it is possible to foresee that the TRACs become a political focal point serving as a regional foothold for everything related to a social and community perspective. To achieve this, the TRACs have to overcome the challenge of connecting the union issues (labour relations, negotiations) with the social issues in their region (right to health, education, environmental protection, etc.). They would no longer deal directly with issues related to the local unions' mandates, but become a bridge between the FIQ unions and the community around them if this path is taken. Therefore, the TRACs would need to be active in an area new to our organization.

In conclusion, Ms. Ouellet pointed out that the reflection on the TRACs questions the union mission. Having a consensus-building setting for planning action at the regional level still seems pertinent today. These tables also offer opportunities to share ideas at the provincial level with annual meetings that foster transferring knowledge and limiting work in a vacuum.

It is in this spirit that a recommendation to set up an interdisciplinary committee to focus on (among other things) redefining the TRACs' mandate, was presented in the 2017 Convention theme document.

One thing is sure in the end: the future of the TRACs is through a realignment of their mandate and functioning. Therefore, the months ahead will pave the way for their future existence.

A 15-minute plenary session began.

Adjournment at 1:55 p.m.

Meeting resumed at 5:50 p.m.

Diane Brassard acted as chairperson.

Questions of privilege:

- As previously mentioned, Marie-Claude Ouellet, FIQ Executive Committee, reminded the delegation that the members of the National Assembly voted unanimously this morning on a motion to mark the work and commitment of Régine Laurent as she retires. She invited the delegates to watch an excerpt from the video montage of this tribute. It will also be possible to watch the complete video on the FIQ Facebook page as of tomorrow.
- In line with the conference given by Amélie Perron on Thursday, November 30th, Julie Lejeune, member of the Convention Committee, invited the delegates to answer Ms. Perron's question, using the mobile app: *"What do you think is the most significant barrier to the political mobilization of healthcare professionals?"*
- Nancy Bédard, FIQ Executive Committee, announced to the delegates the launching of the Black Book on Care Safety: *"Running out of steam. At the end of our rope. In need of safe ratios."* Accompanied by Roberto Bomba, FIQ Executive Committee and Marie-Ève Viau, Union Consultant in the OWPP Sector, Ms. Bédard will hold a press conference at the Parliament buildings, on Thursday, November 30th, at 1:30 p.m., to denounce the critical state of care safety in Québec, excessive workload and demand healthcare professional-to-patient ratios. This shock document will be distributed to the delegates tomorrow.

Electoral process:

Presentation of candidates

Presented by: Danielle Deguire, President of the Election Committee
No reference document. A PowerPoint identified the candidates.

Danielle Deguire introduced the candidates who have submitted their candidacies for the Regroupement des FIQ provincial committees and FIQ and FIQP committees:

Candidates for the Status of Women Committee:

Amélie Barrette	Édith Lanoue
Kathleen Bertrand	Line Mercier
Caroline Flageol	Andrée Paradis
Constance Foisy	Michèle Piché
Caroline Gravel	Caroline Rioux

Candidates for the Youth Committee:

Hugo Desjardins	Michael Potvin
Myriam Gilbert-Paquette	Doryanne Rosa
Mathieu Lahaie	Shany St-Amand
Virginie Lambert-Bérubé	Karina Therrien

Candidates for the Occupational Health and Safety Committee:

Sylvain Allard	Isabelle Groulx
Isabelle Audet	David Lambert
Patrice Dulmaine	Sébastien Simard
Constance Foisy	Céline Tranquille

Candidates for the Education-Animation Committee:

Mathieu Dumont	Nathalie Perron
Alexandra Hémond	Maxime Pivin
Nagia Idel Mehdaoui	Jérôme Savard
Cassandra Massé	Jonathan Tremblay

Candidates for the Election Committee:

Jean-François Gagné
Kime Gobeil

Candidates for the Union Defence Fund Committee:

André-Luc Deschênes

Candidates for the FIQ Internal Audit Committee:

Véronique Foisy	Line Mercier
Nagia Idel Mehdaoui	Sébastien Simard
Nancy Légaré	

Candidates for the FIQP Internal Audit Committee:

Mélissa Carbonneau
Isabelle Noiseux

She stated that there will be an election to the FIQP Executive Committee for the following positions inviting the candidates to address the delegation.

Candidates for Nurse Vice-President:

Patricia Conrath
Judith Germain

Candidates for Licensed Practical Nurse Vice-President:

Marie-Josée Giroux
Lyne Guerra

She specified that there will also be an election to the FIQ Executive Committee for the following positions, inviting the candidates to address the delegation.

Candidates for the FIQ reserved Nurse Vice-President Labour Relations, Negotiation and Research:

Cynthia Pothier
Guy Brochu

Candidates for Vice-President Organization of Work and Professional Practice and Legal:

Lyne Plante
Jérôme Rousseau

Candidates for reserved Licensed Practical Nurse Vice-President Labour Relations and Research:

Nathalie Lévesque
Guillaume Carette

Ms. Deguire continued by inviting the members elected by acclamation to the FIQP Executive Committee to come to the front to deliver their message. This is Sonia Mancier, Martine Tremblay and Josée Chartré.

The members elected by acclamation to the FIQ Executive Committee delivered their message to the delegation in turn. This was Nancy Bédard, Shirley Dorismond, Linda Lapointe, Denyse Joseph, Marie-Claude Ouellet and Roberto Bomba.

Ms. Deguire concluded by reminding delegates of the instructions which will be applied at the time of the ballot scheduled for Thursday, November 30, 2017, from 7:30 to 9:30 a.m.

Adjournment at 7:08 p.m.

THURSDAY NOVEMBER 30, 2017

Meeting resumed at 9:50 a.m.

Mélissa Lacroix acted as chairperson.

10. ACTIVITY REPORT

10.1 Report and outlook for the sectors and services

Presented by: Julie Rioux and Marc-Antoine Durand-Allard, Union Consultants.

Reference document: RFIQ-A17-C-I-D3 "Activity Report – Sectors and Services 2014-2017".

A PowerPoint accompanied the presentation.

First, Julie Rioux wanted to specify that this activity report was produced after a new initiative involving a major intersectoral collaboration. Instead of being a work with several independent contributions, this document was written by 16 people. It is truly a collective work.

More than a list of actions, this document, which is similar to an organizational report, portrays an overview of the issues and actions since the 2014 Convention. This new format also includes an outlook analysis in order to begin debate and reflection on our actions.

In turn, Julie Rioux and Marc-Antoine Durand-Allard addressed the five roots of the FIQ's Statement of Principles defined as follows:

- An organization that is open and democratic
- An organization dedicated to the improvement of working conditions
- An organization focused on health care
- An organization that promotes women's rights
- An organization under the banner of solidarity

An organization that is open and democratic

To ensure delegates are able to fully exercise their democratic rights, the Federation has made a specific effort over the last few years to share its analyses of the context as broadly as possible and which lead to its recommendations.

The FIQ is an open organization thanks, among other things, to the awareness-raising activities it conducts, as demonstrated in its special publications and training it gives. As much in its regular training sessions as its more specific projects, the FIQ invests in activities to perfect our collective knowledge. Not only does the FIQ try to better equip its members politically, but is also present publicly in political debates.

All the Federation's public appearances aim to set the scene with the public concerning the healthcare professionals. To this is added the organization's favourable position in the use of social media and web which has allowed further analysis of its members' demands, namely via the implementation of the Safe Staffing Form.

Since the last Convention, the health network has seen an immense reorganization and participation of the greatest number needed for democratic vitality, is a key issue for the coming years. As follow-up to the 2014 Convention, for two years a special team addressed this issue and it is essential that the implementation of innovative measures speed up. The renewal of our union structures is a challenge, obviously, but also a formidable opportunity to introduce new union practices based on participation.

An organization dedicated to the improvement of working conditions

The Federation does everything in its power to ensure its members full defence, in arbitration as well as the Administrative Labour Tribunal, CNESST or professional orders. Over the last three years, there has been a constant rise in the number of files and a few action plans were set up, for better managing the costs of expert opinions.

On the other hand, the local services offered by the Labour Relations Sector have played a major role since 2014 by all accounts caused by Bill 10 and its reforms. The labour relations team made representations for determining essential services, the consolidation of teams, raiding, voting process, setting up new unions and negotiation of agreements on the clinical reorganizations imposed by the creation of the CISSSs and CIUSSSs. The Federation has gone from 67,000 to 75,000 members in spring 2017, which is a source of great pride!

In addition to its actions on the ground, the Federation was able to count on the support of its legal team in making its activities a success.

In its efforts to improve its members' working and practice conditions, the organization also participated in several symposiums and summits and supported several research projects. It even promoted and organized the International Symposium on Safe Health Care. Another outstanding exploit was also the conciliation of the pay equity audit complaints, which led to the change in ranking for several of our job categories.

Lastly, the FIQ is using new strategies to counteract job violence, discrimination and harassment in order to be able to more effectively prevent and fight these phenomena.

An organization focused on health care

To maintain the organization's credibility and visibility on the sociopolitical and labour landscape, the Federation used its expertise on several subjects to raise public awareness. The problems linked to austerity and privatization have been dissected from all angles so that the positions taken are pertinent and impactful. Obviously, the dismantling of the public healthcare network has been a priority file in which the FIQ has invested a lot of energy.

In addition to many interventions at Parliamentary Commissions, the FIQ also participates every year in the pre-budget consultation process, which represents an additional opportunity to present its vision and priorities.

An organization that promotes women's rights

As an organization composed of nearly 90% women, the Federation has to adopt and develop a clear and energetic feminist position. Hence, it is crucial to ensure the promotion and integration of a feminist analysis in the FIQ's files and actions. One of the major issues dealt with over the last few years targeted the representation of women, its union structure and wording of recommendations to counteract women's disengagement.

In addition, a tour took place in spring 2016 to dispel certain myths about inequalities that still exist unfortunately.

Moreover, the economic perspective of feminist struggles was exploited under themes like austerity, retirement and the concept of invisible work linked to care given to loved ones and the natural caregiver's role.

Lastly, a significant part of our efforts is dedicated to the fight against violence in all the forms it can take.

An organization under the banner of solidarity

The FIQ has always been aware of the importance of developing, maintaining and reinforcing ties of solidarity with organizations that fight for common and global goals. This gathering of expertise ultimately creates bargaining power. These are the reasons that the Federation offers financial support to different solidarity projects like in Haiti or Madagascar and has organized internships where union reps have plunged into communities in Nicaragua and Palestine.

The Federation maintains close ties with the Canadian Federation of Nurses Unions on the labour level, and established important contacts with some American and Australian sisters. Like in the past, the FIQ is a member of Public Services International (PSI) and has contributed on several occasions to the new publication dedicated to labour rights in health, produced by PSI. Their participation in PSI helped set up Global Nurses United that represents nearly one million nurses.

Obviously, the FIQ took a position on its alliances for the last renewal of the provincial collective agreement. There was an alliance with the Fédération autonome de l'enseignement (FAE) on the intersectoral matters in order to better promote its members' interests and have a better grip on the negotiation of the sectoral matters directly linked to the context of the healthcare professionals.

Another component of its solidarity practices is its support of different feminist movements during marches or demonstrations on women's struggles or its participation in the Intersyndicale des Femmes. On the federal level, the Federation is a partner in the Mouvement démocratie nouvelle that works towards a revision of the voting system. On the provincial level, the FIQ is particularly active at the Réseau québécois sur l'intégration continentale, a member of the Collectif Échec aux Paradis fiscaux and the Coalition opposée à la tarification et à la privatisation des services publics.

In conclusion, the FIQ's credibility, audacity and expertise has been recognized as a significant contribution to major societal debates in the field of health and social services for 30 years.

In working every day in the healthcare network, the members of the Federation see first hand the growing socioeconomic inequalities and disengagement of the government in public services at the expense of accessibility, free-of-charge and quality of care.

Moreover, the healthcare professionals are facing a constantly changing work environment. This reality has a major impact on the organization of care and services and the professional dimension of their roles. Consequently, social rights, gender equality, and, more specifically, union activity, are saturated.

In order for the Federation to embed its role further as an agent of change and an approach of proposal-oriented unionism can bring positive results for its members and the population, the delegates chose to develop a "political" vision of care at this Convention.

"This is the challenge before us in the upcoming years and, as FIQ employees, we will have a front-row seat for paving the way for all members and union reps who will want to invest with us!", concluded Ms. Roux and Mr. Durand-Allard.

At the end of the presentation, motion **RFIQ-A17-C-I-10** (Ouellet-Laurent) was tabled.

A 20-minute plenary session began.

A short deliberative assembly began, followed by the call for the vote.

RFIQ-A17-C-I-10

BE IT MOVED:

“To adopt document D3 Activity Report Sectors and Services.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

Question of privilege:

- Marie-Claude Ouellet, FIQ Executive Committee, informed the delegates who so want, that they can get translation devices for the GNU Panel, scheduled in the afternoon. They will be available outside the meeting room as of noon.

In line with the communication strategies for the launching of the Black Book, Ms. Ouellet continued by informing the delegation that information kits on the ratios will be given to the local presidents to distribute to the MNAs in their regions. The Black Book will also be distributed with the mailing of the post-convention FIQ en Action. Lastly, copies of the English version of the Black Book are available now. They are on the tables outside the meeting room.

7. CONVENTION THEME: “DISOBEDIENCE” OR “PROFESSIONAL LEADERSHIP”? TOWARDS A VIABLE NEGOTIATION OF A POLITICAL IDENTITY

Presented by: Marc-Antoine Durand-Allard, Union Consultant, accompanied by Amélie Perron, speaker.
No reference document. A PowerPoint accompanied the presentation.

Marc-Antoine Durand-Allard asked the delegation to give a warm welcome to Amélie Perron. Nursing professor at the University of Ottawa, Ms. Perron worked as a nurse in Montréal in front-line care with marginalized and vulnerable people. Moreover, the editor of the *Aporia* magazine that publishes articles promoting critical theories applied to nursing sciences, she is also interested in psychiatry in a prison setting.

Under the theme “Disobedience” or “professional leadership”? Towards a viable negotiation of a political identity”, Amélie Perron spoke to the delegates about the definition and application of the concept of “disobedience” in the care settings. For her, disobedience, far from being a deplorable act, is a means to negotiate a more honest political identity. She insisted on the importance of being vigilant in the face of fine speeches that soothe and mask the many uncertainties inherent in health care issues.

Moreover, she asked the healthcare professionals not to keep their critical thoughts to themselves. These reflections they constantly have at various times, whether while carrying out their caregiving, in work groups or when consulted on upcoming organizational changes.

As examples, she gave a few questions that everyone must ask to break the organizations’ sometimes ruthless, rhetoric: Who benefits from the proposed change? Who is excluded from the discussions? What is forgotten or hidden? What are the alternatives? Where will this project take us in a few months? How does this project maintain or disturb the status quo? If this process is made public, will I be comfortable defending it?

Because, according to Amélie Perron, by questioning and disobeying in this way, we can assert our political identity be emancipated.

At the end of the conference, the delegates and union consultants were invited to address their questions or share their comments with Ms. Perron.

In concluding, Marc-Antoine Durand-Allard thanked Ms. Perron for her dynamic conference that certainly captivated the delegation.

Electoral process:

Danielle Deguire, President of the Election Committee, declared the following people elected to the following positions:

FIQ EXECUTIVE COMMITTEE

Vice-president, Labour Relations and Negotiation Sectors and the Research Team:

- Cynthia Pothier, CISSS de la Montérégie-Est

Vice-president, Organization of Work and Professional Practice Sector and Legal Team:

- Jérôme Rousseau, Institut universitaire de cardiologie et de pneumologie de Québec

Vice-president, Labour Relations Sector and Research Team:

- Nathalie Lévesque, CISSS de la Montérégie-Est

FIQP EXECUTIVE COMMITTEE

Nurse vice-president:

- Patricia Conrath, Résidence Riviera Inc.

Licensed practical nurse vice-president:

- Madame Lyne Guerra, Villa Medica Inc.

Ms. Deguire continued by naming the members elected to:

REGROUPEMENT DES FIQ PROVINCIAL COMMITTEES

Status of Women:

- Amélie Barrette, CIUSSS du Saguenay – Lac-Saint-Jean
- Caroline Flageol, Centre hospitalier de l'Université de Montréal (CHUM)
- Caroline Gravel, CIUSSS de la Capitale-Nationale
- Caroline Rioux, CIUSSS de la Mauricie-et-du-Centre-du-Québec
- Kathleen Bertrand, CIUSSS du Nord-de-l'Île-de-Montréal
- Line Mercier, CISSS de Chaudière-Appalaches
- Michèle Piché (substitute), CISSS des Laurentides
- Constance Foisy (substitute), CISSS de la Montérégie-Centre

Youth:

- Myriam Gilbert-Paquette, CISSS de la Montérégie-Ouest
- Shany St-Amand, CIUSSS de l'Estrie
- Virginie Lambert-Bérubé, CISSS de la Montérégie-Est
- Mathieu Lahaie, CIUSSS de la Mauricie-et-du-Centre-du-Québec
- Karina Therrien, Centre hospitalier de l'Université de Montréal (CHUM)
- Hugo Desjardins (substitute), CISSS des Laurentides
- Michael Potvin (substitute), CISSS de l'Outaouais

Occupational Health and Safety:

- David Lambert, CIUSSS de l'Estrie
- Isabelle Groulx, CISSS de la Montérégie-Ouest
- Sébastien Simard, CISSS de la Montérégie-Centre
- Patrice Dulmaine, CIUSSS du Saguenay – Lac-Saint-Jean
- Céline Tranquille, McGill University Health Centre (MUHC)
- Sylvain Allard, CIUSSS de l'Ouest-de-l'Île-de-Montréal
- Constance Foisy (substitute), CISSS de la Montérégie-Centre
- Isabelle Audet (substitute), CIUSSS de la Mauricie-et-du-Centre-du-Québec

Education-Animation:

- Jérôme Savard, CIUSSS du Saguenay – Lac-Saint-Jean
- Nathalie Perron, CIUSSS de la Mauricie-et-du-Centre-du-Québec
- Jonathan Tremblay, Institut universitaire de cardiologie et de pneumologie de Québec (IUCPQ)
- Cassandra Massé, Centre universitaire de santé McGill (CUSM)
- Mathieu Dumont (substitute), CIUSSS de la Mauricie-et-du-Centre-du-Québec
- Nagia Idel Mehdaoui (substitute), Cree Board of Health and Social Services of James Bay

Election:

- Kime Gobeil (substitute), Centre hospitalier de l'Université de Montréal (CHUM)
- Jean-François Gagné (substitute), CIUSSS de la Mauricie-et-du-Centre-du-Québec

Union Defence Fund:

- André-Luc Deschênes (substitute), Inuulitsivik Health Centre

FIQ AND FIQP COMMITTEES

FIQ Internal Audit:

- Sébastien Simard, CISSS de la Montérégie-Centre
- Véronique Foisy, CIUSSS de l'Estrie
- Nagia Idel Mehdaoui, Cree Board of Health and Social Services of James Bay
- Line Mercier (substitute), CISSS de Chaudière-Appalaches
- Nancy Légaré (substitute), CHU de Québec

FIQP Internal Audit:

- Mélissa Carbonneau (substitute), Centre d'accueil St-Joseph de Lévis
- Isabelle Noiseux (substitute), Groupe Champlain Inc. (Montérégie)

In closing, Ms. Deguire informed the delegates that there was an omission on the ballots for the nomination of the 1st and 2nd substitutes for the RFIQ Election Committee and the FIQP Internal Audit Committee. Consequently, at registration this Friday, December 1st, there will be a second ballot from 8 a.m. to 9 a.m., to elect the substitutes for these committees.

Diane Brassard acted as chairperson.

10. ACTIVITY REPORT

10.2 Standing and statutory committees report

In terms of functioning, the chairperson informed the delegation that, first, the political officers will present the activity report of their respective committees, accompanied by the members of these committees. Then

a plenary session will be held on all the presentations for the usual period of questions and comments, as well as the tabling of amendments or new motions.

Youth Committee

Presented by: Marie-Claude Ouellet, Political Officer, accompanied by Shany St-Amand, Francis Charbonneau, Jonathan Germain and Mathieu Lahaie, members of the Youth Committee.

Reference document: RFIQ-A17-C-I-D4 “Standing and Statutory Committees Report”.

Marie-Claude Ouellet introduced the presentation with an inspiring quote from a participant at the Youth Network in November 2015:

“Young people are the next generation. They bring new ideas, creativity and new ways of doing things. They often feel forgotten among the others and live in isolation.”

Dynamically moving from one microphone to another, the members of the Youth Committee presented the highlights of the committee’s activities for the last three years to the delegation. The importance of the Youth Networks and the eligibility age for the committee are the main issues that the latter addressed.

In short, the members of the committee can give a positive report on the contribution of the Youth Committee within the FIQ following an analysis of the actions taken since 2014.

At the end of the presentation, motions RFIQ-A17-C-I-11 (Ouellet-Lapointe) and RFIQ-A17-C-I-12 (Ouellet-Lapointe) were tabled.

Status of Women Committee

Presented by: Linda Lapointe, Political Officer, accompanied by Julie Daignault, Caroline Flageol, Line Mercier, Caroline Rioux, Patricia Lajoie and Émilie Racine, members of the Status of Women Committee.

Reference document: RFIQ-A17-C-I-D4 “Standing and Statutory Committees Report”.

Linda Lapointe reminded the delegation that the committee’s mandate is to ensure the status of women is considered in all the FIQ’s files and interventions. It has an information, awareness-raising and representation role in order that the files on women’s issues are closer to the reality of the healthcare professionals that the FIQ represents.

Therefore, since the last Convention in 2014, there have been five Networks, eight lunches and the key moments of December 6 and March 8 that have marked its mandate. Other significant solidarity moments: the Women’s March in 2015, adoption of the family-work-study balance platform at the Federal Council in March 2016 and Women’s Summit also in 2016. “*Where some see a risk, they see human potential*”; this quote at the Women’s Summit in 2016 motivates the members of the Status of Women Committee to continue to be involved.

Occupational Health and Safety Committee

Presented by: Linda Lapointe, Political Officer, accompanied by Isabelle Groulx, Céline Tranquille, Sylvain Allard, David Lambert and Sébastien Simard, members of the Occupational Health and Safety Committee.

Reference document: RFIQ-A17-C-I-D4 “Standing and Statutory Committees Report”.

The members of the Occupational Health and Safety Committee presented the highlights of the activities carried out over the last three years to the delegates.

The Annual OHS Week remains at the heart of the committee’s actions. Team vision, ergonomics, moral distress, and rights and obligations were the themes chosen for the 2014 to 2017 OHS Weeks. This same period saw two Networks of OHS Union Representatives as a pilot project. After an evaluation by the OHS Sector, the Special Convention on March 21, 2017 agreed to hold a 3rd edition the same year.

At the end of the presentation, Linda Lapointe tabled motions **RFIQ-A17-C-I-13** (Lapointe-Ouellet), **RFIQ-A17-C-I-14** (Lapointe-Ouellet) and **RFIQ-A17-C-I-15** (Lapointe-Ouellet) and read them.

Education-Animation Committee

Presented by: Claude Boucher, Political Officer, accompanied by Marie-Julie Milord, Catherine Fauteux and David Morneau, Union Consultants and Shirley Dorismond, Karine Gallant-Blaquière and Michel Desautels, members of the Education-Animation Committee.

Reference document: **RFIQ-A17-C-I-D4** "Standing and Statutory Committees Report".

A PowerPoint accompanied the presentation.

Education-Animation Service minute: Shirley Dorismond, member of the Education-Animation Committee (EAC), invited the delegation to stand up and move by doing a little exercise.

In turn, the members of the EAC shared the different activities carried out by the committee since the 2014 Convention with the delegation. In keeping with its mandate, several dynamic activities were organized offering tools to deal with the context and foster dialogue between union reps.

In short, the committee believes that it has fully accomplished its mission in animation. However, it suggests that its education component be developed more, first by holding an education activity at the decision-making bodies at least once a year that is directly linked with current events and in collaboration with other sectors and services.

Evaluation of Publications Committee

Presented by: Régine Laurent, Political Officer, accompanied by Sara Lapointe, Union Consultant, Line Mercier and Émilie Racine, members of the Status of Women Committee, Shirley Dorismond and Karine Gallant-Blaquière, members of the Education-Animation Committee, Shany St-Amand and Francis Charbonneau, members of the Youth Committee and David Lambert, member of the OHS Committee.

Reference document: **RFIQ-A17-C-I-D4** "Standing and Statutory Committees Report".

First, Régine Laurent wanted to thank the Evaluation of Publications Committee's work, rather in the shadows, but that nevertheless their work is of great importance for the Communication-Information-Web-Translation Service, because they ensure that the communication tools developed by the service relate to the members and meet their needs.

The members of the committee identified the list of publications evaluated as part of their mandate and said they are satisfied with all the documents produced by the service. The FIQ Special Report, "That's enough. Patient care comes first" campaign and the new FIQ website were the main files that excited the committee the most.

In conclusion, the members of the Evaluation of Publications Committee feel that it is important, as union reps who know the members' reality well, to be able to evaluate the publications produced by the FIQ. We are proud to collaborate with the Communication-Information-Web-Translation Service and help in promoting the FIQ!

Election Committee

Presented by: Danielle Deguire, President of the Election Committee

Reference document: **RFIQ-A17-C-I-D4** "Standing and Statutory Committees Report".

Danielle Deguire presented the highlights of the Election Committee's activities since the 2014 Convention. This mandate was marked by the organization of two elections and revision of the Election Policy in accordance with the amendments to the FIQ Constitution and Bylaws. Starting an electronic voting process also marked the committee's mandate. After a successful experience, the electronic vote is here to stay, as it improves the efficiency of the process and quickness in getting the results.

Motion **RFIQ-A17-C-I-16** (Ouellet-Laurent) was tabled at the end of the presentation.

As already stated, the chairperson opened a 20-minute plenary session on the presentation of the standing and statutory committees report for the usual question and comments period and tabling of amendments or new motions.

The delegation agreed to extend the plenary session for the seven people at the microphones.

The Chair opened a 15-minute deliberative assembly, followed by the call for the vote.

RFIQ-A17-C-I-11	BE IT MOVED:
<u>Recommendation 1 in document D4</u>	
“That the eligibility for positions on the Provincial Youth Committee be age 35 and younger, for the four years of their mandate.”	
Marie-Claude Ouellet - Linda Lapointe	CARRIED BY A MAJORITY

RFIQ-A17-C-I-12	BE IT MOVED:
<u>Recommendation 2 in document D4</u>	
“That participation at the Youth Network be extended to members age 35 and younger.”	
Marie-Claude Ouellet - Linda Lapointe	CARRIED BY A MAJORITY

RFIQ-A17-C-I-13	BE IT MOVED:
<u>Recommendation 3 in document D4</u>	
“That the OHS Network of Union Representatives become permanent and its union representatives have leverage over the OHS component in the offer of service.”	
Linda Lapointe - Marie-Claude Ouellet	CARRIED BY A MAJORITY

RFIQ-A17-C-I-14	BE IT MOVED:
<u>Recommendation 4 in document D4</u>	
“That a meeting of the OHS Network of Union Representatives be held on an annual basis.”	
Linda Lapointe - Marie-Claude Ouellet	CARRIED UNANIMOUSLY

RFIQ-A17-C-I-15	BE IT MOVED:
<u>Recommendation 5 in document D4</u>	
“That the participation of union representatives at the OHS Network of Union Representatives be conditional on their involvement in occupational health and safety in their institution.”	
Linda Lapointe - Marie-Claude Ouellet	CARRIED BY A MAJORITY

“To adopt the Standing and Statutory Committees Report.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY WITH ABSTENTIONS

Question of privilege:

- Marie-Claude Ouellet, FIQ Executive Committee, invited all the candidates elected to the statutory and provincial committees to stay in the meeting room until the FIQ Association immobilière special meeting ends to take a picture on the stage.

In terms of functioning, the chairperson informed the delegation that the Regroupement des FIQ Convention was suspended to hold the FIQ Association immobilière special meeting.

Adjournment at 4:34 pm.

Meeting resumed at 4:55 pm.

Question of privilege:

- Nancy Bédard, FIQ Executive Committee, informed the delegates that two video clips will be made as communication tools as part of the advertising campaign to promote the Black Book on Care Safety. She invited the delegates to watch these clips that will be aired on the FIQ website over the next few weeks.

**7. CONVENTION THEME: PUBLIC SERVICES AND HEALTHCARE PROFESSIONALS:
CURRENT SITUATION**

International Panel (Global Nurses United – GNU)

Presented by: Régine Laurent, President of the FIQ, accompanied by Michèle Poirier, Coordinator.
No reference document.

Michèle Poirier gave the delegation some important details to facilitate the panel's smooth running. Without further ado, she invited Régine Laurent to introduce the members at the international meeting of Global Nurses United (GNU).

First, Ms. Laurent wanted to point out that the FIQ was honored to be the host for the annual meeting being held by GNU on Friday, December 1 as part of the 1st Regroupement des FIQ Convention. She reminded the delegation that every year, GNU delegates from all corners of the world gather together to pool their expertise and winning practices. Today, representatives from seventeen countries will discuss collective bargaining approaches, organizational violence, safe care and the impact of trade agreements on the health network.

To expose the delegation to the wealth of experience of these invited guests, a few of them were invited to participate in a panel on the issue of: “Public services and healthcare professionals: current situation”. In turn, representatives from South Korea, Greece, Ireland, New Zealand and the Philippines were invited to share their various experiences and answer questions on the fight against austerity and privatization of public health services.

Adjournment at 7:25 pm.

FRIDAY, DECEMBER 1, 2017

The meeting resumed at 9:07 am.

Mélissa Lacroix acted as chairperson.

Commemoration of December 6, 1989

Presented by: Linda Lapointe, Political Officer, accompanied by Julie Daignault, Caroline Flageol, Line Mercier, Caroline Rioux, Patricia Lajoie and Émilie Racine, members of the Status of Women Committee.
No reference document. A PowerPoint accompanied the presentation.

Linda Lapointe pointed out that in December every year, the FIQ always takes the time to remember a fateful day in Québec's history. It is December 6, 1989 when 14 innocent women were assassinated at the École Polytechnique.

Since this sad event, the Federation has always dedicated a moment with the members of the delegation in memory of these 14 young women who fell under bullets of hate. It is impossible to remove this moment dedicated to the memory of these victims from the schedule 28 years later. We still need to acknowledge this systemic and daily violence that affects a large number of women here and elsewhere.

This year, the Federation cannot ignore the many accounts from women who have suffered sexual harassment and assaults. In support of the Centres d'aide et de lutte contre les agressions sexuelles (CALACS), the Status of Women and Committee invites the delegates to join in the solidarity movement by creating a solidarity chain with the three paperclips they received. *"This solidarity link, in addition to the traditional white ribbon, recalls that together we can end violence against women"*, stated Ms. Lapointe.

Given such solidarity and denunciation movements, the Status of Women Committee also took action to fight against the violence by proposing a declaration to the union reps at the Women's Network. Ms. Lapointe invited the delegates who attended the last Network to join the members of the Status of Women Committee who, in turn, shared the declaration of solidarity adopted at that Network with the delegation. A minute of silence was observed.

7. CONVENTION THEME

In terms of functioning, the chairperson announced that the work on this point would resume for adopting the motions tabled on Tuesday in connection with document D2. She opened a short plenary session for the usual question and comments period and tabling of amendments and new motions.

Motions **RFIQ-A17-C-I-20** (Dubé-Métivier) and **RFIQ-A17-C-I-17** (Tremblay-Bouchard) were tabled.

A 20-minute deliberative assembly began.

Jonathan Tremblay requested the removal of motion **RFIQ-A17-C-I-17** (Tremblay-Bouchard) and the chairperson called for the vote.

RFIQ-A17-C-I-17 BE IT MOVED: (amendment to recommendation 2 in document D2)

"To modify the recognition prize "1 individual prize" and "1 collective prize" by 2 collective prizes."

Jonathan Tremblay - Sébastien Bouchard

WITHDRAWN

Denis Dubé and Marie-Claude Ouellet used their right to rebuttal and the Chair called for the vote.

RFIQ-A17-C-I-18 BE IT MOVED:
Recommendation 1 in document D2
“Amend the Union Defence Fund regulations to include defending our members’ when they are penalized for exercising advocacy.”
Marie-Claude Ouellet - Nancy Bédard **CARRIED UNANIMOUSLY**

RFIQ-A17-C-I-21 BE IT MOVED:
Recommendation 2 in document D2
“Create two prizes (one individual, one collective) that will be awarded at each Convention to recognize a member’s or group of members or union reps’ exceptional union work.”
Marie-Claude Ouellet - Nancy Bédard

RFIQ-A17-C-I-19 BE IT MOVED: (amendment)
“To name the prizes that will be awarded at each Convention to recognize a member’s or group of members or union reps’ exceptional union work: Régine Laurent.”
Virginie Lambert-Bérubé - Caroline Proulx **CARRIED BY A MAJORITY**

RFIQ-A17-C-I-20 BE IT MOVED: (amendment)
“Replace (an individual, a collective) by (individual or collective),”
Denis Dubé - Nancy Métivier **CARRIED BY A MAJORITY**

RFIQ-A17-C-I-21 BE IT MOVED: (as amended)
Recommendation 2 in document D2
“Create two prizes (individual or collective) and name the prizes that will be awarded at each Convention to recognize a member’s or group of members or union reps’ exceptional union work: Régine Laurent.”
Marie-Claude Ouellet - Nancy Bédard **CARRIED BY A MAJORITY**

RFIQ-A17-C-I-22 BE IT MOVED:
Recommendation 3 in document D2
“Develop an action strategy that aims to fight to improve the physical, mental and professional integrity of our members and raise their expectations thereof.”
Marie-Claude Ouellet - Nancy Bédard **CARRIED BY A MAJORITY**

RFIQ-A17-C-I-23 BE IT MOVED:

Recommendation 4 in document D2

“Continue promoting a culture of advocacy, taking a stance in favour of care.”

Marie-Claude Ouellet - Nancy Bédard

CARRIED UNANIMOUSLY WITH ABSTENTIONS

RFIQ-A17-C-I-24 BE IT MOVED:

Recommendation 5 in document D2

“Start a collective debate among our members in order to create a healthcare platform.”

Marie-Claude Ouellet - Nancy Bédard

CARRIED BY A MAJORITY

RFIQ-A17-C-I-25 BE IT MOVED:

Recommendation 6 in document D2

“Set up an interdisciplinary committee composed of employees and union reps responsible for following up on the recommendations adopted at the 2017 Convention.

This committee will (among other things) focus on:

- Fuelling reflection on the social capital and spatial foundation for all of the organization’s components;
- Encouraging reflection on the various ways to implement spatial foundation and grow social capital, for example, by redefining the TRACs’ mandate, the use of social networks and member training.”

Marie-Claude Ouellet - Nancy Bédard

CARRIED UNANIMOUSLY

Questions of privilege:

- Kathleen Bertrand, President of the Syndicat des professionnelles en soins du Nord-de-l’Île-de-Montréal, stated the importance of mobilizing in support of the FIQ project, Parole d’excluEs for the opening of a neighbourhood clinic in Montréal-Nord. She invited all the delegates to sign the petition on line on the Parole d’excluEs website and on the FIQ website.

- David Morneau, Union Consultant in the Education-Animation Service, announced that the “Regions Rally” is now over. He thanked all the participants and the people involved in carrying out this activity. Along with Caroline Simard, Union Consultant in the Education-Animation Service, he started the first round of drawings for the beautiful baskets of Québec products made by the teams from the different regions.

- With much enthusiasm, Nancy Bédard, accompanied by Marie-Claude Ouellet, FIQ Executive Committee, invited the delegation to applaud the adoption of the Convention’s theme orientations, “Providing care: a collaborative affair” which will guide the Federation’s actions for the next four years.

15. ADOPTION OF THE MINUTES

15.1 Minutes of the Special Convention on June 6 and 7, 2017

Motion **RFIQ-A17-C-I-26** (Ouellet-Laurent) was tabled and the chairperson called for the vote.

RFIQ-A17-C-I-26 BE IT MOVED:

“To adopt the minutes of the Special Convention on June 6 and 7, 2017.”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A MAJORITY

8. SECTORS AND SERVICES

8.1 2018 Priority Actions

Reference document: RFIQ-A17-C-I-D8 “2018 priority actions”

The chairperson announced the work on the adoption of the 2018 priority actions was resuming. She opened a short plenary session for the usual questions and comments period and tabling of amendments or new motions related to document D8.

Motion **RFIQ-A17-C-I-29** (Lajoie-Boies) was tabled.

A 20-minute deliberative assembly began.

Motion **RFIQ-A17-C-I-28** (Gilbert-Bouchard) was tabled.

Patricia Lajoie and Daniel Gilbert used their right to rebuttal and the chairperson called for the vote.

RFIQ-A17-C-I-27 BE IT MOVED:

Priority 1 – Local Negotiations and Letter of Understanding No. 6

- “Complete the negotiation of the local provisions of the collective agreement preserving our gains and taking into account the new territorial reality of our unions;
- Complete the analysis and evaluation of the quantitative data for finishing Letter of Understanding No. 6.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

RFIQ-A17-C-I-30 BE IT MOVED:

Priority 2 - Continue setting up the new offer of services and support mobilization

- “Continue the deployment of the new offer of services in the field in all regions where the FIQ is present;
- Make the necessary adaptation and adjustments.”

Marie-Claude Ouellet - Régine Laurent

RFIQ-A17-C-I-29 BE IT MOVED: (amendment of recommendation 30)

“To add at the end of motion 2 (action related to priority 2) “... taking into account the reality and needs of every institution.”

Patricia Lajoie - Johanne Boies

RFIQ-A17-C-I-28 BE IT MOVED: (sub-amendment)

“Sub-amend after “every institution” respecting the approach of the five components of the offer of service.”

Daniel Gilbert - Linda Bouchard

CARRIED BY A MAJORITY

RFIQ-A17-C-I-29 BE IT MOVED: (as sub-amended)

“To add at the end of motion 2 (action related to priority 2) “... taking into account the reality and needs of every institution respecting the approach of the five components of the offer of service”.”

Patricia Lajoie - Johanne Boies

CARRIED BY A MAJORITY

RFIQ-A17-C-I-30 BE IT MOVED: (as amended)

Priority 2 – Continue setting up of the new offer of services and support mobilization taking into account the reality and needs of every institution respecting the approach of the five components of the offer of service

- “Continue the deployment of the new offer of service in the field in all the regions where the FIQ is present;
- Make the adaptation and adjustments.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

RFIQ-A17-C-I-31 BE IT MOVED:

Priority 3 - Safe healthcare professional-to-patient ratios: Letter of Understanding No. 17 and the ratios “work project:

- “Continue the committee’s work on Letter of Understanding No. 17;
- Emphasize awareness-raising on the ratios file with union reps, members and the population;
- Mobilize the teams and members to establish a better balance of power with the government;
- Launch a publication denouncing the current failures in the system;
- Give direct training to the members;
- Continue the research to develop the FIQ ratios model adapted to the reality of Québec.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

RFIQ-A17-C-I-32 BE IT MOVED:

Priority 4

“That the Youth Committee, in collaboration with the FIQ sectors and services concerned, initiate a strategic action plan with the purpose of setting up a sustainable development policy at the FIQ, as of 2018.”

Shany St-Amand - Francis Charbonneau

CARRIED UNANIMOUSLY

“To adopt the 2018 priority actions as amended.”

Marie-Claude Ouellet - Régine Laurent

CARRIED BY A MAJORITY

Questions of privilege:

- Danielle Deguire, President of the Election Committee, declared the following delegates elected to the 1st and 2nd substitute positions:

RFIQ Election Committee:

- Kime Gobeil (1st substitute), Centre hospitalier universitaire de Montréal (CHUM)
- Jean-François Gagné (2nd substitute), CIUSSS de la Mauricie-et-du-Centre-du-Québec

FIQP Internal Audit Committee:

- Mélissa Carbonneau (1st substitute), Centre d'accueil St-Joseph de Lévis
 - Isabelle Noiseux (2nd substitute), Groupe Champlain Inc. (Montérégie)
- Laurier Ouellet, President of the Syndicat des professionnelles en soins (SPS) de Chaudière-Appalaches, accompanied by Claude Boucher, FIQ Executive Committee and Diane Brassard, Union Consultant, gave a short history of several incidents that happened at the hôpital Hôtel-Dieu de Lévis over the last few months. He announced to the delegation that on the evening of November 30th, there was a hostage situation in the psychiatric wing. Therefore, a mobilization activity will be organized today, at lunchtime, at the Hôtel-Dieu de Lévis to denounce this troubling situation. Ms. Brassard continued with the instructions on this demonstration.
- David Morneau and Caroline Simard, Union Consultants in the Education-Animation Service, made the second round of drawings for the baskets of Québec products made as part of the “Regions Rally” activity.

7. CONVENTION THEME: “FEMINISM AND ACTIVISM: PERSPECTIVES”

Presented by: Julie Lejeune, Union Consultant, accompanied by Elizabeth Plank, speaker.

No reference document. A PowerPoint accompanied the presentation.

Julie Lejeune was happy to introduce Elizabeth Plank, speaker, who will share some highlights of her professional career with the delegation. Named by Forbes magazine in 2015, as one of the 30 most influential people under age 30 in the United States, Ms. Plank is a well-known blogger, journalist and political analyst.

Ms. Plank gave her presentation under the theme, *Feminism and activism: perspectives*, sharing her vision and observations on the inequalities towards women with the delegation. Throughout her conference, she insisted on the role that men can play in denouncing their privileges, for the benefit of a healthier society. According to Ms. Plank, there is still a long way to go collectively to attain gender equality and justice. Her main message: “Men have to be conscious allies of women so that one day sexism ends”.

At the end of the presentation, the members of the Convention theme invited the delegates and consultants to address their questions or share their comments to Ms. Plank.

Ms. Lejeune thanked Ms. Plank for her inspiring and enriching conference, which completely falls within the feminist reflections pursued by the FIQ.

Johanne Poulin acted as chairperson.

PANEL: 30 YEARS OF THE FIQ THROUGH THE EYES OF THOSE UNDER AGE 30

Presented by: Marc-Antoine Durand-Allard, Union Consultant, accompanied by Joannie Hallé, Jessyka Bédard, Anthony Bossé and Michael Potvin, panelists.

No reference document. A PowerPoint accompanied the presentation.

After introducing the panelists accompanying him, Mr. Durand-Allard stated that to tell the story of the FIQ through the eyes of young people who did not experience it, we met with experienced union representatives and asked them to describe the milestones of the last 30 years.

Without getting into an exhaustive history lesson, the panelists highlighted some basic battles waged by the organization and shared the atmosphere that ruled when key decisions were taken as a group over the last three decades. Strong competition between the unions of healthcare professionals ruled in the 1970s and 1980s. Experience would show that the joining of forces was the most logical option, so the FIQ was created in 1987 by the merger of three federations: the Fédération québécoise des infirmières et infirmiers (FQII), Fédération des syndicats professionnels des infirmières et infirmiers du Québec (FSPIIQ) and Fédération des infirmières et infirmiers unis (FIIU).

According to the panelists, we cannot talk about the FIQ's history without talking about the 1989 and 1999 strikes. Bill 160, passed a few years previously, to eliminate strikes in the Québec civil service, hit the members of the Federation hard. As much the strike itself as the ensuing years were marked by an extremely strong solidarity among workers. Through their commitment and mobilization, the members of the Federation succeeded, in 1989, in rendering the provisions of that law obsolete instead of dividing them as intended.

In 1999, the retirement of thousands of healthcare professionals, closure of institutions and budget austerity to attain a "zero deficit" transferred enormous stress on to the shoulders of the health workers still working. Well aware of the consequences of the inevitable application of Bill 160, the members of the Federation didn't hesitate to go out on strike to show how important their demands were.

Furthermore, the Québec industrial relations system was always against the unions, but the Federation and affiliated unions have fared well in a democratic and consistent way over three decades. If the past is any indication of the future, it is a good bet that the Federation will be able to overcome the new challenges imposed by the most recent reform of the healthcare network!

A period of exchange followed the presentation when the delegates were asked to share their anecdotes and experiences on unionism over their 30 years.

Question of privilege:

- Claude Boucher, FIQ Executive Committee, accompanied by Laurier Ouellet, President du (SPS) de Chaudière-Appalaches and members of the union, wanted to thank everyone involved in organizing the demonstration at the Hôtel-Dieu de Lévis at lunch time. Mr. Ouellet then thanked all the union consultants and the hundreds of union reps who mobilized to denounce the healthcare professionals' problems that have existed for years. In closing, he proudly announced that after this mobilization, the hospital administration will take action to resolve this unbearable situation.

17. CLOSING WORD

Nancy Bédard, President, accompanied by the existing members of the FIQ Executive Committee and the newly elected officers of the FIQ and FIQP, marked the retirement of Céline Béliveau from the Syndicat des professionnelles en soins des Cantons-de-l'Est and thanked her for her many years of dedication and unionism.

Ms. Bédard felt privileged to address the delegation as president of the Federation. Despite feeling mild vertigo, she confided that she would fully assume this role by putting all the necessary efforts and energy into defending the 75,000 healthcare professional members of the FIQ.

According to the president, this energetic and mobilizing convention was highly successful. We had exchanges and debates, which will let the FIQ advance ambitious projects over the next four years. Special guest speakers also shared their experiences with us. They told us about their successes and the difficulties they have encountered. They have helped us become better equipped to face the many challenges that will soon be ours.

Ms. Bédard pointed out that the next Québec elections will be in October 2018. The FIQ will use this special opening to force the political parties to take a position on the solutions for the healthcare system. Our demands are clear and we expect the parties to be clear in their commitments. No ducking the issues. We will be ambitious for the healthcare professionals, the quality and safety of care and for the patients!

The delivery of care has been organized around medical power for many years. Despite an increase in the number of physicians, access to care is still a challenge for many patients. The merger of institutions has brought more privatization, more distance from services, more excessive workload, more centralization and less care. The healthcare professionals and patients have gained nothing from this reform. Because we believe in public services, the FIQ has a duty to do everything to curb the abuses of the liberal reforms.

The FIQ and FIQP see the healthcare network and organization of care, which starts at the source: the patients' needs! That is what we will be promoting in the coming weeks and months. We will continue to fight so that the healthcare professionals can play a greater role in front-line services.

The healthcare professional-to-patient ratios will obviously be at the heart of our priorities. We have promoted a major project to give Québec real ratios. For the time being, the government has been turning a deaf ear, but we will do whatever is necessary for them to listen. The ratios have the potential to become the best performance and quality indicator of the healthcare network. They will resolve the excessive workload problems, overtime and mandatory overtime for the most part. But. Above all, they ensure greater quality and safety of care for the patients. The care improved everywhere in the world where they have been applied.

We will also have free speech over the next few years. No more culture of repression when our members report unacceptable situations. It is not normal to be subject to reprisals when we take the patients' side. We have seen to many of our members being intimidated. We are going to install the culture of advocacy even more. The healthcare professionals will be defending the patients more than ever before.

Unionism is at a crossroads. Like any movement, the organization must evolve, adapt and modernize. According to the president, the FIQ and FIQP are well ahead of the game. The turn taken a few years ago projects us towards the future. Our proposal-oriented unionism is from our time. This union position pleases the healthcare professionals. They recognize themselves here. We are a professional union for healthcare professionals and we will continue to be!

Ms. Bédard could not end her speech without giving special thanks to the outgoing Executive Committee members; those leaving, but who helped build the organization: Régine Laurent, Linda Bouchard, Claude Boucher and Daniel Gilbert, while also welcoming the newly elected officers to the FIQ and FIQP Executive Committees.

"Providing care: a collaborative affair" was the theme for the 2017 Convention, now, it is time to bring this saying to life! Ms. Bédard concluded with those words.

There being no further business, the meeting ended at 3:30 p.m.

Nancy Bédard, President

Marie-Claude Ouellet, Secretary

Fabienne Pouliot, meeting secretary

Minutes adopted on

1er congrès du Regroupement des FIQ (27 novembre 2017 - 1 décembre 2017)

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A ADAM-CHARLES, MARIE MATILDE K.	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
ADAMCZYK, CAROLE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)
AGONOY, CHITA	574-002 - C.H.S.L.D. Bayview Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
ALARIE, CLAIRE	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
ALLARD, SYLVAIN	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)				Officielle (4)
ALLARD, SYLVAIN	Comité Santé et Sécurité du travail		<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	
ALLEYNE, SUZANNE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
AMYOT, SYLVIE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
ANDAMO, JOCELYN	GNU - Philippines		<i>Invitée</i>			<i>Invitée</i>
APARECIDA CAETANO, SOLANGE	GNU - Brazil					<i>Invitée</i>
APARECIDA LEONI, ELAINE	GNU - Brazil					<i>Invitée</i>
ARCAND, AUDREY	FIQ Québec			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
ARSENAULT, MIREILLE	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
ARSENAULT, ISABELLE	FIQ Québec		<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	
ASLANOGLU , THOMAI	GNU - Greece			<i>Invitée</i>		<i>Invitée</i>
ASSELIN, OLIVIER D.	Olivier D. Asselin	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
AUBIN, ALINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
AUBIN, NICOLE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
AUDET, ISABELLE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
B BAILLARGEON, SOPHIE	FIQ Montréal			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
BALLANTYNE, LINDA	Interprète (L. Ballantyne)	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
BANKS, JENNIFER	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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B BARON, ISABEL	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BEAUCHAMP, FRÉDÉRIQUE	FIQ A/Témiscamingue	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
BEAUCHEMIN ROBIN, ANDREANNE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BEAUCHEMIN, FRANCINE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BEAULÉ, BRIGITTE	Militante FIQ - Hôpital Juif de réadaptation	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
BEAULE, JEAN-FRANCOIS	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
BEAULIEU, MARTINE	159-008 - Groupe Champlain Inc. (C Héb Champlain des Montagnes)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
BEAULIEU, PASCAL	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
BEAUMONT, CLAUDE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BEAUREGARD, RICHARD	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
BEDARD, AMELIE	1045-1049 - Coopérative de solidarité SABSA	Officielle (1)				
BÉDARD, GUYLAINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
BEDARD, JESSYKA	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
BEDARD, MARIE-CHANTAL	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BEDARD, NANCY	Comité exécutif fédéral	Officielle	Officielle	Officielle	Officielle	Officielle
BEDARD, VANESSA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BEDARD, VERONIQUE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)
BÉGIN COUTURE, ANTOINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
BEGIN, ALEXANDRE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BEGIN, ISABELLE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BÉLANGER, FRANCIS	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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B BELANGER, HELENE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BELANGER, JANIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BÉLANGER, MÉLANIE	Militante FIQ - Escoumins, Haute Côte-Nord	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
BELANGER, NATHALIE	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BÉLISLE, CATHERINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
BELISLE, MARIE-JOSEE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec				Officielle (4)	
BELIVEAU, CELINE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BELLEFEUILLE, SONIA	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec		Officielle (4)			
BENGA, ELISE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BENSEFIA, NASSER	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BERGERON, ALEXANDRA	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)
BERGERON, LOUISE	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BERGERON, MARIE-LYNE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BERNARD, CAROLINE	410-007 - Groupe Roy Santé Inc.	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
BERNARD, GUYLAINE	FIQ Québec		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
BERNARD, MANON	1015-008 - Groupe Champlain Inc. (Chaudière-Appalaches)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
BERNIER, SOPHIE	1064-1064 - CISSS de la Montérégie-Centre			Officielle (4)	Officielle (4)	Officielle (4)
BERNIER-GUILLEMETTE, CATHY	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	
BERTHIAUME, LISA	1061-1061 - CISSS de Chaudière-Appalaches		Officielle (4)	Officielle (4)		Officielle (4)
BERTRAND, KATHLEEN	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BÉRUBÉ, NICOLE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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B	BIEN-AIME, ESTHER	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	BIEN-AIME, JEAN-PATRIQUE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)
	BILLETTE, LINDA	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	BILODEAU, LOUISE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	BINET, MARJOLAINE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	BIRBATAKOS, STAVROS	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	BISSON, NATHALY	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	BISSONNETTE, SYLVIE	Retraitée FIQ			<i>Invitée</i>		
	BLAIS TRANQUILLE, CELINE	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	BLAIS, JULIEN	1059-1059 - CISSS de l'Outaouais	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	BLANCHARD, ANNIE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	BLANCHET, ISABELLE	1065-1065 - CISSS de la Montérégie-Est	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	BLAQUIÈRE, KARINE	FIQ B/Gaspésie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	BLOUIN, JULIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	BOCCARDI, CATHERINE	FIQ Québec					<i>Salariée FIQ (fraternelle)</i>
	BOIES, JOHANNE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	BOISVERT, MELANIE	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	BOITEL, NOLWENN	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	
	BOIVIN, ISABELLE	FIQ Montréal		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>
	BOIVIN, JULIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	BOLDUC GAGNON, GENEVIEVE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)

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B BOLDUC, DENIS	SCFP - Québec	<i>Invitée</i>				
BOLDUC, MYLENE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (3)	Officielle (3)			
BOLDUC, NANCY	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BOMBA, ROBERTO	Comité exécutif fédéral	Officielle	Officielle	Officielle	Officielle	Officielle
BORODULIA, SOPHIE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BOSSE, ANTHONY	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
BOUCHARD, BRIGITTE	FIQ Estrie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
BOUCHARD, DIANE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	
BOUCHARD, GENEVIEVE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
BOUCHARD, JOSEE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BOUCHARD, JULIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BOUCHARD, LINDA	Comité exécutif fédéral	Officielle	Officielle	Officielle	Officielle	Officielle
BOUCHARD, LOUISE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
BOUCHARD, MARIJO	Melançon, Marceau, Grenier et Sciortino	<i>Invitée</i>				
BOUCHARD, NICOLE	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BOUCHARD, SEBASTIEN	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
BOUCHARD, VERONIQUE	462-653 - Institut de Cardiologie de Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	
BOUCHER, ALINE	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BOUCHER, ANNIE	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BOUCHER, CLAUDE	Comité exécutif fédéral	Officielle	Officielle	Officielle	Officielle	Officielle
BOUCHER, MARIE-JOSEE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)

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B BOUFFARD, SONIA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (4)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (4)
BOUGIE, MARC-ANDRE	1063-1063 - CISSS des Laurentides	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
BOULANGER, GUYLAINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
BOULANGER, MARIE-ANDREE	1059-1059 - CISSS de l'Outaouais	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
BOULET, GENEVIEVE	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BOULIANNE, JESSICA	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec				Officielle (3)	Officielle (3)
BOURASSA, FRANCE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
BOUTIN, KARINE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
BRADET, PIERRE OLIVIER	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BRASSARD, DIANE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
BROCHU, GENEVIEVE	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BROCHU, GUY	120-651 - CHUM	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
BRODEUR, EMILIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	
BROOKES, GRANT	GNU - New Zeland	<i>Invitée</i>		<i>Invitée</i>		<i>Invitée</i>
BRUNEAU, JACYNTHÉ	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BRUNETTE, ISABELLE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
BURGER, DEBORAH	GNU - USA			<i>Invitée</i>		<i>Invitée</i>
BUTLER, ANNIE	GNU - Australia					<i>Invitée</i>
C CARBONNEAU, MELISSA	530-008 - Centre d'Accueil Saint-Joseph de Lévis Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
CARETTE, GUILLAUME	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke			Officielle (3)	Officielle (3)	<i>Fraternelle</i>
CARON, FRANCE	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
CARON, JACINTHE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CARON, MARTINE	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)

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C CARON, MARTINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
CARON, STEPHANE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
CARON-GUAY, SARA	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
CARPENTIER, ANNY	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
CARPENTIER, LOUIS	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CARRIER, MELISSA	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
CARTIER, JEAN	FIQ Estrie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
CHABOT, MARIE-EVE	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
CHALOUX, ANNIE	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CHAMPAGNE, SYLVIE	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
CHAMPOUX, ELISE	462-653 - Institut de Cardiologie de Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	
CHAPUT, MATHIEU	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)		Officielle (2)	<i>Fraternelle</i>		
CHARBONNEAU, FRANCIS	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CHARETTE, MELANIE	1063-1063 - CISSS des Laurentides	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	
CHARLES, SANDRA	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
CHARTIER, MICHEL	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
CHARTRAND, JULIEN	feedback interactif		<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
CHÉNIER, NATHALY	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
CHERFAOUI, KAMAL	1017-007 - Groupe Champlain Inc. (Montréal)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
CHEVARIE, OBELINE	1052-1052 - CIUSSS de la Capitale-Nationale		<i>Fraternelle</i>			
CHIASSON, SANDRA	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
CHICOINE, ODETTE	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
CHO, HAE SOOK	GNU - South Korea		<i>Invitée</i>			<i>Invitée</i>

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C CHOUINARD, ANN	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CHOUINARD, DANIEL	FEDERATION DES EMPLOYÉS DU PRÉHOSPITALIER DU QUÉBEC	<i>Invitée</i>				
CHOUINARD, ISABELLE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CHOUINARD, VANESZA	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
CHRÉTIEN, JEAN-BERNARD	FIQ S/Lac Saint-Jean	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
CLAVEAU, GINA	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CLEOPHAT, RIDZA	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	
CLERMONT, PIERRE-ALEXANDRE	FIQ Montréal		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		
CLOUTIER, CLAUDINE	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (2)	<i>Fraternelle</i>	<i>Fraternelle</i>		<i>Fraternelle</i>
CLOUTIER, DENIS	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CLOUTIER, JÉRÔME	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
COLLIN, ROXANE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
COMEAU, YANICK	Services actuaires SAI inc	<i>Invitée</i>				
CONCEPCION CHAVEZ, MARIA	GNU - Paraguay		<i>Invitée</i>	<i>Invitée</i>		<i>Invitée</i>
CONRATH, PATRICIA	505-001 - Résidence Riviera Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
CORBEIL, TOMMY	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
CORDON, VIRGINIE	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CORMIER, PARISE	Coordonnatrice		<i>Invitée</i>			
CORMIER, STEPHANE	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
COSSETTE, LINDA	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)

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C CÔTÉ CHABOT, ANTOINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
CÔTÉ, CHANTALE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
COTE, CHRISTIANE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
COTE, DONALD	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (3)	Officielle (4)	Officielle (4)	Officielle (4)
CÔTÉ, HÉLÈNE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	
CÔTÉ, JEAN-FRANÇOIS	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
COTE, JULIE	1064-1064 - CISSS de la Montérégie-Centre	Officielle (5)	Officielle (5)	Officielle (4)	Officielle (4)	Officielle (4)
CÔTÉ, MARIE-JOSÉE	FIQ Estrie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
COTRINA DIAZ, ZOILA BERNARDITA	GNU - Peru		<i>Invitée</i>	<i>Invitée</i>		<i>Invitée</i>
COUILLARD LAPIERRE, JEAN-FRANCOIS	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
COUILLAUD, SYLVIE	1062-1062 - CISSS de Lanaudière	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)
COULOMBE, MARIE-CLAUDE	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
COURCHESNE, MARC-ANDRÉ	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
COUSINEAU, LUCIE	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
COUTURE, ISABELLE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
COUTURE, PHILIPPE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
COUTURE, STACY	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
CRÉPEAU, KARINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>
CYR, MARIE-CLAUDE	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
CYR, PATRICK	575-001 - Groupe Champlain Inc. (Montérégie)	Officielle (1)	Officielle (1)	Officielle (1)		
D DAIGLE, CHRISTIAN	Syndicat de la fonction publique et parapublique du Québec	<i>Invitée</i>				
DAIGNAULT, JULIE	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)

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D DALLAIRE, SYLVIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
D'AMOURS, MELANIE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	
DANDURAND, BENOÎT	FIQ Montérégie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DANIEL, CHRISTIANA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
D'AUTEUIL, KARINE	1059-1059 - CISSS de l'Outaouais	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
DAVID, DANIEL	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DAVIES, SABINE	Interprète (L. Ballantyne)	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
DE BLOIS, LUCIE	FIQ Montréal				<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DEGUIRE, DANIELLE	Comité élection	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
DELLI COLLI, PETER	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DEMMAD, AHCENE	309-002 - Vigi Santé Ltée (Montérégie)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
DEPECHER, SEBASTIEN	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (3)	Officielle (4)	Officielle (3)	Officielle (3)
DERY, ANN	296-652 - Centre universitaire de santé McGill	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
DÉSAULNIERS, LAURENCE	FIQ M/Centre-du-Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DESAUTEL, MICHEL	Retraité FIQ				<i>Invitée</i>	
DESBIENS, MARIE-EVE	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)		Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
DESCHAMPS, MANON	402-007 - Centre Le Cardinal Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
DESCHENES, ANDRE-LUC	500-950 - Centre de santé Inuulitsivik	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
DESCHENES, CLAUDE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
DESCHENES-LAVOIE, ARIANNE	1012-1001 - CHU de Québec		Officielle (6)	Officielle (6)	Officielle (6)	
DESJARDINS, NICOLE	996 - RIIRS	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
DÉSORMEAUX, GINETTE	FIQ Montréal		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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D DESROCHERS, KARINE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)		
DESROCHERS, MYRIAM	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DESRUISSEAU, ALICIA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DESSUREAULT, LUCE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DIAMOND, FRANCINE	FIQ A/Témiscamingue	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		
DICAIRE, BENOIT	499-951 - Centre de santé Tulattavik de l'Ungava	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
DION, CARL	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	
DION, SONIA	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)
DIONNE, MANUEL	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>			
DIONNE, PIERRE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DOLBEC, AMÉLIE	FIQ Montréal		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DOREMY, DANIEL	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)		
DORISMOND, SHIRLEY	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DORVAL, MÉLANIE	FIQ Montérégie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DROLET, EMILIE	1063-1063 - CISSS des Laurentides	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
DROUIN, CLAIRE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DROUIN, GUY	FIQ Montréal			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DROUIN, MARTIN	Globe Multimédia	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
DUBÉ, CAROLLE	APTS	<i>Invitée</i>				
DUBE, DENIS	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
DUBÉ, ÉDITH	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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D DUBÉ, MARTINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DUBOIS, ERIC	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DUBUC, LINDA	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
DUCHESNE, NATHALIE	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
DUCHESNEAU, VICKY	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec				Officielle (3)	Officielle (3)
DUCLOS, LUCIE	Militante FIQ	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
DUFF, JOHN	Interprète (L. Ballantyne)				<i>Invitée</i>	<i>Invitée</i>
DUFOUR, GINETTE	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
DUFOUR, MARIEVE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DUMAIS LEBLANC, SOPHIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
DUMAS, JOSEE	1015-008 - Groupe Champlain Inc. (Chaudière-Appalaches)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
DUMONT, MATHIEU	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)		
DUMOULIN, SYLVIE	1063-1063 - CISSS des Laurentides	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	
DUNFORD, CHRISTOPHER	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DUPAUL, MANON	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DUPUIS, JOCELYN	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke		Officielle (3)	Officielle (3)	Officielle (3)	
DUPUIS, MANON	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DUQUETTE, CLAUDE	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
DURAND-ALLARD, MARC-ANTOINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
DURANLEAU-TURGON, VERONIQUE	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
DUREAU, MICHELINE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (2)	Officielle (2)	Officielle (2)	
DUROCHER, MYLENE	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)

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E	EL-HAGE, KHALED	Néosapiens	<i>Invitée</i>				
	ELLSON, ELIZABETH	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	EMOND MALTAIS, MYLENE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	ETHIER, VERONIQUE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	EUGENE, EDDY	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
F	FALARDEAU, CAROLE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	FALARDEAU, JESSICA	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	FAUTEUX, CATHERINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	FAUTEUX, GENEVIÈVE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	FECTEAU, KATIA	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	FERLAND, PATRICE	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	FILION, NICOLE	Ligue des droits et libertés	<i>Invitée</i>				
	FIRMIMO, ANA LUCIA	GNU - Brazil					<i>Invitée</i>
	FLAGEOL, CAROLINE MARIE	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	FLEURENT, NANCY	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	FOISY, CONSTANCE	1064-1064 - CISSS de la Montérégie-Centre	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	FOISY, VERONIQUE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	FOREST, MARCEL	Efficom	<i>Invitée</i>				
	FOREST-BONIN, BENJAMIN	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	FORGET, FREDERIC	1062-1062 - CISSS de Lanaudière	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)
	FORTIER, EVELYNE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)
FORTIN, AUDREY	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	

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F	FORTIN, LOUISE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	FORTIN, NANCY	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec			Officielle (4)	Officielle (4)	Officielle (4)
	FOURNIER, MANON	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (5)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	FOURNIER, MARC	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	FRANCOEUR, PIERRE	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	FRAPPIER, DANIELLE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	FRAPPIER, JIMMY	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)		
	FRAPPIER, SYLVAIN	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	FRECHETTE, CHANTAL	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	FRECHETTE, LISE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)
	FRECHETTE, PHILIPPE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	FUGERE, JASMINE	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
G	GABREAU, CYRIL	500-950 - Centre de santé Inuulitsivik	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	GAGNE, DANIEL	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	GAGNE, ISABELLE	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	GAGNE, JEAN-FRANCOIS	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (3)	Officielle (4)	Officielle (4)	Officielle (4)
	GAGNE, PHILIP	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal		Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	GAGNON, GILLES	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	GAGNON, MARIE-CLAIRE	FIQ B/Gaspésie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	GAGNON, MELICHKA	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)

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G GAGNON, STEPHANE	1062-1062 - CISSS de Lanaudière	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)	
GAIGNARD, HÉLÈNE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>			
GAMACHE, MARIE ANDREE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)
GARCIA CRUCETA, JULIO CESAR	GNU - Dominic Republic		<i>Invitée</i>	<i>Invitée</i>		<i>Invitée</i>
GARIÉPY, PATRICK	FIQ Montérégie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GARNEAU, PATRICK	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
GATEAU, SYLVIE	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (2)		Officielle (2)	Officielle (2)	Officielle (2)
GATIEN, SUZANNE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)
GAUTHIER, ANNE-JULIE	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GAUTHIER, DANIEL	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GAUTHIER, JOCELYN	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal		Officielle (3)	Officielle (3)	Officielle (3)	
GAUTHIER, MANON	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GAUTHIER, MARIE-CHANTAL	1064-1064 - CISSS de la Montérégie-Centre	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
GAUVIN, MATHIEU	499-951 - Centre de santé Tulattavik de l'Ungava	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
GENDRON, CAROLE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
GERALDINO, SILVANO ANTONIO	GNU - Dominican Republic	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>		<i>Invitée</i>
GERMAIN, JONATHAN	Comité Jeunes	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
GERMAIN, JUDITH	370-001 - Résidence Angelica Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
GIGNAC, SYLVIE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GILARDEAU, LOUISE	996 - RIIRS	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
GILBERT, DANIEL	Comité exécutif fédéral	Officielle	Officielle	Officielle	Officielle	Officielle
GILBERT, SIMON	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)

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G GILBERT-PAQUETTE, MYRIAM	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GILLES, COLETTE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GILMAN, NATHALIE	Comité vérification interne	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
GINGRAS, JEAN-YVES	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GIRARD, ALAIN	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
GIRARD, CÉLINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GIRARD, GUILLAUME	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GIRARD, LINDA	485-001 - CHSLD Providence Notre-Dame de Lourdes Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
GIRARD, LUCIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GIRARD, MANON	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
GIRARD-BELLAVANCE, VINCENT	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GIROUX, MARIE-JOSEE	211-008 - Centre hospitalier St-François Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
GIROUX, PIERRE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GLEETON, VÉRONIQUE	Militante FIQ - CSSS de la Mingamie	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
GOBEIL, KIME	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
GOBEIL, STÉPHANE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GODBOUT, LOUISE	477-002 - NOVA L'Ouest de l'Île	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
GODBOUT, PATRICE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GOSELIN, AUDRÉE	FIQ Québec			<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>
GOURGUE, MICHELLE	1064-1064 - CISSS de la Montérégie-Centre			Officielle (4)	Officielle (4)	
GRANT, CAROLE	OIIAQ	<i>Invitée</i>				
GRAVEL, CAROLINE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
GRAVEL, KRISTLE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)

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G GRENIER, JEREMIE	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GRENIER, NANCY	598-711 - Groupe Champlain Inc. (Outaouais)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
GRONDIN, DENIS	1064-1064 - CISSS de la Montérégie-Centre	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
GRONDINES, VALÉRIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GROULX, ISABELLE	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GUAY, GUYLAINE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
GUAY, MARIE-PIER	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GUAY, PATRICK	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
GUERRA, LYNE	469-001 - Villa Medica Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
GUERTIN, LOUIS	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GUILBAULT, SOPHIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
GUNVILLE, JENNIFER	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
H HALLEE, JOANNIE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
HAN, MI JOUNG	GNU - South Korea		<i>Invitée</i>			<i>Invitée</i>
HARKIN-KELLY, MARTINA	GNU - Ireland	<i>Invitée</i>		<i>Invitée</i>		<i>Invitée</i>
HARRELL, JOHANE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
HÉBERT, GUILLAUME	IRIS	<i>Invitée</i>				
HEMOND, ALEXANDRA	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
HERNANDEZ, CRISTIAN	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
HOGAN, NANCY	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
HOPKINS, CATHERINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
HOUDE, FREDERIC	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
HOULE, JONATHAN	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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H	HSU, WEI	GNU - Taiwan		<i>Invitée</i>			<i>Invitée</i>
	HUARD MAROIS, JOANIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	HUNEAULT, JONATHAN	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
I	IDEL MEHDAOUI, NAGIA	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
J	JACQUES, CAROLE	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	JASURA, GORDY	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	JEHODA, CYNTHIA	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)		Officielle (4)	Officielle (4)	Officielle (4)
	JOACHIM, HERMIONE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	JOACHIM, KERLINE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (5)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	JOLICOEUR, LOUIS	FIQ Montréal		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	JOLY, HUBERT	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	JOMPHE, JESSE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	JOMPHE, KARINA	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	JONES, FRANCES	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)	Officielle (3)
	JOSEPH, DENYSE	296-652 - Centre universitaire de santé McGill	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
	JOUBERT, DENIS	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	JUTEAU, CINDY	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
K	KADI, IKRAM	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	KARAMANOUKIAN, MYRNA	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	KARAZIVAN, LARA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)	Officielle (3)
	KARTICK, ANMERIE	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)

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K KENDEL, BRAHIM	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
KENNEDY, ERICA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
KENNEY, DEBORAH	297-002 - Hôpital Shriners pour enfants (Québec) Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
KIEJDA, JUDITH	GNU - Australia		<i>Invitée</i>			<i>Invitée</i>
KIM, PHYLLIS	Traducteur coréen		<i>Invitée</i>			<i>Invitée</i>
KOLASA, IGA S.	FIQ M/Centre-du-Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
L LABBE, FREDERIC	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LABBÉ, LUCIE	La Personnelle	<i>Invitée</i>				
LABERGE, MIA	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LACARNE, WAHIBA	1017-007 - Groupe Champlain Inc. (Montréal)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
LACERTE, FRANCIS	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LACHANCE, CELINE	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
LACHANCE, LYNDA	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LACHANCE, MARIE-CLAUDE	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
LACOMBE, MAGDA	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LACROIX, MÉLISSA	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LAFERRIÈRE, LOUIS-PIERRE	FIQ Québec				<i>Salariée FIQ (fraternelle)</i>	
LAFLAMME, ANIK	297-002 - Hôpital Shriners pour enfants (Québec) Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
LAFOND, MARIE-PIERRE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LAFRANCHISE-SAUVE, JONATHAN	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LAHAIE, MATHIEU	Comité Jeunes		<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	
LAHAIE, MATHIEU	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec					

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L LAHAISE, JEAN-FRANCOIS	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LAJEUNESSE, ISABELLE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LAJOIE, NATHALIE	FIQ S/Lac Saint-Jean	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		
LAJOIE, PATRICIA	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LAMBERT, AMELIE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LAMBERT, DAVID	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LAMBERT-BERUBE, VIRGINIE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LAMONTAGNE, ANDRÉE	Présidente RIIRS	<i>Invitée</i>				
LAMONTAGNE, SARAH	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LAMOUREUX, MICHEL	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LAMRAOUI, MOHAMMED	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
LANDRY, JEAN-PHILIPPE	462-653 - Institut de Cardiologie de Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LANDRY, LUCIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LANDRY, VICKY	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LANOUE, EDITH	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LAPLANTE, NATHALIE	1063-1063 - CISSS des Laurentides	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
LAPOINTE, LINDA	Comité exécutif fédéral	Officielle	Officielle	Officielle	Officielle	Officielle
LAPOINTE, SARA	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LARAMÉE, MARIE-ANNE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
L'ARCHEVEQUE, FRANCOISE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
LAROCHE, BENOIS	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LAROCHELLE, CAROLINE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)

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L LAROCHELLE, MARIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LAROCHELLE, MARYLOU	177-008 - Hôpital Ste-Monique Inc.		Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
LATENDRESSE-RODRIGUE, PIERRE	1064-1064 - CISSS de la Montérégie-Centre	Officielle (4)	Officielle (4)	Officielle (4)		Officielle (4)
LAURENT H, REGINE	Comité exécutif fédéral	Officielle	Officielle	Officielle	Officielle	Officielle
LAURIN, GUY	FIQ Outaouais		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
LAVALLÉE, JACQUES	Studio Image en tête	<i>Invitée</i>			<i>Invitée</i>	
LAVOIE, LYNE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LE, HUGO	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LEAHY, MARY	GNU - Ireland	<i>Invitée</i>				<i>Invitée</i>
LEBEL, JEAN-FRANÇOIS	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>
LEBLANC, LYNDA	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LEBRUN, JULIE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LECLERC, ALAIN	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LECOURS LOISELLE, JEAN-LOUIS	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LEDUC, PIERRE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LEDUC, SYLVIE	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LEE, JOO HO	GNU - South Korea		<i>Invitée</i>			<i>Invitée</i>
LEFEBVRE, LUCIE	FIQ Montréal			<i>Salariée FIQ (fraternelle)</i>		
LEFEBVRE, MARTIN	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
LEGARE, NANCY	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
LEJEUNE, JULIE	FIQ Montérégie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LEMIEUX, PIERRE	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)

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L LEMOINE, GAEL	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LENYK, ANDRIY	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal			Officielle (3)	Officielle (3)	Officielle (3)
LEPAGE, CARINE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LEPAGE, MARIE EVE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	
LESSARD, NATHALIE	483-008 - La Corporation Notre-Dame de Bonsecours	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
LESSARD, SAMUEL	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	
LESSARD, VICKY	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
LESSARD-DOSTIE, ARIANE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LETOURNEAU, ODETTE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
LEVAC, MARTIN	Caisse Desjardins du Réseau de la Santé	<i>Invitée</i>				
LEVASSEUR, PHILIPPE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (3)			
LEVESQUE, ANNIE	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
LEVESQUE, DOMINIC	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LEVESQUE, MAXIME	1050-1050 - CISSS du Bas-Saint-Laurent				Officielle (2)	Officielle (2)
LEVESQUE, MYLENE	1064-1064 - CISSS de la Montérégie-Centre	Officielle (5)	Officielle (5)	Officielle (4)	Officielle (4)	Officielle (4)
LEVESQUE, NATHALIE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
LIMOGES, MAGALIE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec		Officielle (3)			
LIZOTTE, RENÉ	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LONGPRÉ, CHRISTINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
LORD, NATHALIE	463-007 - CHSLD Age3 Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
LORENZATO, CRISTINA	Linda Ballantyne			<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
LOUIS-CHARLES, JUDITH	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)

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L	LU, ZXYANN	GNU - Taiwan		<i>Invitée</i>			<i>Invitée</i>
	LUONG, JESSICA ANH	FIQ Montréal			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
M	MAILHOT, PATRICIA	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec			Officielle (3)	Officielle (3)	Officielle (3)
	MAILLOUX, KEVIN	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
	MAISONNEUVE, MARIE-EVE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal				Officielle (3)	Officielle (3)
	MALTAIS, BILLY	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	MANCIER, SONIA	002 - PSSU	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	MARCEAU, JENNIFER	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	MARCOUX, CAROLINE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec			Officielle (0)	Officielle (4)	Officielle (4)
	MARCOUX, JOCELYN	1012-1001 - CHU de Québec	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)	Officielle (6)
	MARLEAU, GAÉTANE	367-001 - Manoir St-Patrice Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	MARSHAL DIAZ MORALES, SHIRLEY	GNU - Brazil			<i>Invitée</i>		<i>Invitée</i>
	MARTEL, CLAUDINE	Conseillère principale Desjardins Sécurité Financière	<i>Invitée</i>				
	MARTEL, MARIE-CLAUDE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	
	MARTEL, MARYSE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	MARTEL, NANCY	FIQ Montréal			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	MARTEL, PATRICIA	309-002 - Vigi Santé Ltée (Montérégie)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	MARTIN, JULIE	FIQ Estrie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	MARTINS, SUSY	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
MASSE, CASSANDRA	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	
MATHEWS, EDWARD	GNU - Ireland	<i>Invitée</i>		<i>Invitée</i>		<i>Invitée</i>	
MATHIEU, JULIE	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	

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M MATHIEU, LYNDA	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
MATHIEU, MARIE-CLAUDEL	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
MAWASSI, IMANE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
MCINTOSH, CHARMAINE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
MELANÇON, CLAUDE	Melançon, Marceau, Grenier et Sciortino, Avocats	<i>Invitée</i>				
MELANCON, STEVE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
MÉNARD, GUYLAINE	Globe Multimédia	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
MÉNARD, LOUISE	FIQ S/Lac Saint-Jean	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
MÉNARD, MARIO	Globe Multimédia	<i>Invitée</i>	<i>Invitée</i>			
MÉNARD, MARTIN	Globe Multimédia	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
MÉNARD, MIKO	Globe Multimédia	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	
MERCIER, CAROLE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
MERCIER, KARINE	462-653 - Institut de Cardiologie de Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
MERCIER, LINE	Comité Condition féminine	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>		<i>Fraternelle</i>
MERCIER, LINE	1061-1061 - CISSS de Chaudière-Appalaches				Officielle (4)	
MERCIER, SYLVIE	FIQ Québec		<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
METIVIER, NANCY	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
MICHAUD, NANCY	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
MICHAUD, ROXANNE	FIQ Montréal		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
MICLETTE, BENOIT	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	
MILLROY, SUSAN	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
MILORD, MARIE-JULIE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	

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M MILOT, CYNTHIA	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec		Officielle (3)	Officielle (4)		
MIRON, MARLENE	296-652 - Centre universitaire de santé McGill	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
MOORE, NANCY	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
MORALES, CARMELA	GNU - Dominican Republic	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>		<i>Invitée</i>
MOREAU, JOSIANNE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal			Officielle (3)	Officielle (3)	Officielle (3)
MOREL, GUYLAINE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
MORIN TREMBLAY, BIANCA	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
MORIN, FRANCOIS	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
MORIN, SUZANNE	306-002 - Centre d'Accueil Marcelle Ferron Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
MORIN, SYLVIE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)
MORNEAU, DAVID	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
MORNEAU, PATRICE	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
MOSS, NANCY	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
MOUSSEAU, SUZANNE	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
MURRAY, ANTHONY	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
N NAPPER, CATHERINE	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
NASTAS, MICHEL	FIQ Montréal		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
NAUD, JOËLLE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
NAULT, LOUIS	Vice-président régional / Desjardins Assurance	<i>Invitée</i>				
NGUYEN, AMÉLIE	Coordonnatrice du CISO	<i>Invitée</i>				
NOËL-LECLAIR, LAURANCE	FIQ Estrie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
NOISEUX, ISABELLE	575-001 - Groupe Champlain Inc. (Montérégie)		Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
NOLET, NATHALIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (4)	Officielle (4)	Officielle (3)	Officielle (3)	<i>Fraternelle</i>

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N	NORMANDIN, RICHARD	FIQ Montréal			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	NUKU, KERRI	GNU - New Zeland	<i>Invitée</i>		<i>Invitée</i>		<i>Invitée</i>
O	OH, JONAH	Traducteur coréen		<i>Invitée</i>			<i>Invitée</i>
	OLIVIER, JEAN-HERVE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	OLIVIER, LYNE	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	OUELLET, LAURIER	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	OUELLET, MARIE-CLAUDE	Comité exécutif fédéral	Officielle	Officielle	Officielle	Officielle	Officielle
	OUELLET, NATHALIE	FIQ Québec		<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	
	OUELLETTE, MARIE-ANDREE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
P	PAEZ, ROSALINA	574-002 - C.H.S.L.D. Bayview Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	PAIEMENT, KARINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	PAQUET, CATHERINE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	PAQUET, JOSÉE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	PAQUETTE, CLAUDIA	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	PAQUETTE, GABRIEL	1063-1063 - CISSS des Laurentides	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	PAQUETTE, LESLIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	PAQUIN, YVES	651-008 - Jardins du Haut Saint-Laurent (1992) inc.	Officielle (1)	Officielle (1)			Officielle (1)
	PARADIS, ANDREE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	PARAJON, CAROLINE	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	PARENT, FRANCINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	PARENT, MÉLANIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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P	PARKER LABONTE, MATTHIEU	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	PARRIS, JEAN VÉRONICA	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	PATENAUDE, MARYSE	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	PAUL, STEVE	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	PEARSON, JOHANNE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)		Officielle (4)	Officielle (4)
	PELCHAT GOULET, SAMUEL	FIQ Outaouais	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	PELLERIN, MELANIE	1064-1064 - CISSS de la Montérégie-Centre			Officielle (0)		
	PELLETIER, CATHY	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	PELLETIER, DANIE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	PELLETIER, KARINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	PELLETIER, MARIE-MICHELE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	PELLETIER, MAUDE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	PEPIN, KARINE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (3)	Officielle (4)		
	PEREZ, EXPEDITA	GNU - Dominican Republic	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>		<i>Invitée</i>
	PERKINS, DAVE	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	PERLO, ANNE	448-002 - Vigi Santé Ltée (Montréal)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	PERRON, AMÉLIE	Conférencière congrès			<i>Invitée</i>		
	PERRON, LINDA	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	PERRON, NATHALIE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	PERRON, RICHARD	SPGQ	<i>Invitée</i>				
	PETIT, CAROLYN	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	PETRIE, BRIGITTE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	PHILIPPON, NICOLE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)

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P PICHE, BENOIT	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
PICHE, MICHELE	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
PIECEK, ANGELICA	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
PIERRE, JUNA	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
PILON, CYNTHIA	1060-1060 - CISSS de l'Abitibi-Témiscamingue	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
PINARD, ANNIE	1064-1064 - CISSS de la Montérégie-Centre	Officielle (5)	Officielle (5)	Officielle (4)	Officielle (4)	Officielle (4)
PINARD, MARIE-PIERRE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	
PINTUCCI SALES DA CRUZ, ANUSKA	GNU - Brazil					<i>Invitée</i>
PIVIN, MAXIME	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	
PLANK, ELIZABETH	Conférencière congrès 2017					<i>Invitée</i>
PLANTE, ANNIE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
PLANTE, DOMINIQUE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
PLANTE, LYNE	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
PLOURDE, KARINE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
POIRIER CARROLL, MAXIME	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
POIRIER, MICHELLE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
POIRIER, YVES	FIQ Outaouais	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
POISSON, FRÉDÉRIC	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
POISSON-THOMAS, NISSA	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
POTHIER, CYNTHIA	1065-1065 - CISSS de la Montérégie-Est	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
POTVIN, MICHAEL	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
POULIN, JOANNE	FIQ Estrie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
POULIOT, FABIENNE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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P POULIOT, GINO	Fonds de solidarité FTQ	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>
PRÉVOST, SERGE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
PRÉVOST, SUZANNE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
PRIVE, VALERIE	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
PRONOVOST, DANIEL	FIQ A/Témiscamingue	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
PROULX, CAROLINE	1065-1065 - CISSS de la Montérégie-Est	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
PROULX-DOUCET, SARAH	FIQ Québec			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
PROVENCHER, DENIS	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
PRUDHOMME, JOSÉE	Ordre des inhalothérapeutes	<i>Invitée</i>				
Q QUESNEL, SYLVIE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
QUINTERO, MARIA VALERIA	GNU - Uruguay		<i>Invitée</i>	<i>Invitée</i>		<i>Invitée</i>
QUIRION, LOUISE	008 - SPSQ	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
R RACINE, EMILIE	Comité Condition féminine	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
RAJOTTE, MATHILDE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
RAMEL, FRANCOISE	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
REHEL, JONATHAN	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
RENAUD, JOSÉE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
RHEE, JENNIE	296-652 - Centre universitaire de santé McGill	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
RIBEIRO MELNIK, SHEILA	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
RICH, ELIZABETH	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
RICHER, CATHERINE	FIQ Montérégie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		

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R RIENDEAU, GUYLAINE	1062-1062 - CISSS de Lanaudière	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
RIENDEAU, JOHANNE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal		Officielle (4)	Officielle (4)	Officielle (4)	
RINALDI, PATRICIA	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
RINGUET, MARIE-EVE	410-007 - Groupe Roy Santé Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
RIOPEL, BENOÎT	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
RIOUX, CAROLINE	Comité Condition féminine	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
RIOUX, JULIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
RIVARD, SÉBASTIEN	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
ROBERGE, FRANCE	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
ROBERT, AMÉLIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
ROBERT, MARYSE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
ROBINSON-ROULEAU, MARIE-PIERRE	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)		
RODRIGUE, EDITH	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)	Officielle (0)
RODRIGUE, MICHAEL	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke		Officielle (3)	Officielle (3)	Officielle (3)	
ROJAS MARTINEZ, JOSÉ MARCOS	GNU - Mexico					<i>Invitée</i>
ROLLAND, MARIE-CLAUDE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
ROMERO ROSAS, DAFNÉ	Linda Ballantyne					<i>Invitée</i>
RONDEROS-MORGAN, SEBASTIAN	GNU - Canada					<i>Invitée</i>
ROSA, DORYANNE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (3)	Officielle (0)	Officielle (3)		
ROULEAU, JANIE	FIQ Outaouais	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
ROUSSEAU, ANNIE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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R	ROUSSEAU, JEROME	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	ROUSSEAU, MARIE-MICHELE	1065-1065 - CISSS de la Montérégie-Est	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	ROUSSEAU, MARYSE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	ROUSSEL-VIEL, CATHY	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	ROY, ALISON	Linda Ballantyne					<i>Invitée</i>
	ROY, CHANTAL	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	ROY, CHANTAL, A.	FIQ Estrie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	ROY, ISABELLE	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
	ROY, ISABELLE	463-007 - CHSLD Age3 Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	ROY, LISE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (3)	Officielle (4)	Officielle (4)	Officielle (4)
	ROY, MARYSKA	1050-1050 - CISSS du Bas-Saint-Laurent		Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	ROY, NANCY	1059-1059 - CISSS de l'Outaouais	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	ROY, TANYA	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	RUANO SALDANA, DORA REGINA	GNU - Guatemala			<i>Invitée</i>		<i>Invitée</i>
	RUIZ, HANZEL	GNU - Costa Rica	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>		<i>Invitée</i>
S	SALERNO, GUY	1064-1064 - CISSS de la Montérégie-Centre	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
	SAMSON, JACQUES	232-008 - Vigi Santé Ltée (Capitale-Nationale)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	SANSOUCY, ANIK	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	SANTIAGO, VERNALYN	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	SAVARD, FRANCINE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	SAVARD, JEAN-DENIS	FIQ B/Gaspésie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	SAVARD, JEROME	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)

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		Lundi 27 novembre 2017	Mardi 28 novembre	Mercredi 29 novembre	Jeudi 30 novembre	Vendredi 1er décembre 2017
S SAVARD, MARILYN	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
SAVOIE, FRANCE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
SAVOIE, FRANCINE	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
SCHNOB, RICHARD	1059-1059 - CISSS de l'Outaouais	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
SCHUTZE, CAROLINE	Interprète (L. Ballantyne)	<i>Invitée</i>				
SCULLION-TRUDEAU, JOANNE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
SÉGUIN, AMÉLIE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
SÉGUIN, LUC	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
SEGUIN, SOPHIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (4)	Officielle (4)	Officielle (3)	Officielle (3)	<i>Fraternelle</i>
SENHAJI, HANANE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (4)
SETO, SANDRA	296-652 - Centre universitaire de santé McGill	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
SIGOUIN, FRANCINE	1055-1055 - CIUSSS de l'Ouest-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
SILAS, LINDA	Présidente FCSII-CFNU	<i>Invitée</i>				<i>Invitée</i>
SIMARD, CAROLINE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
SIMARD, LINE	1052-1052 - CIUSSS de la Capitale-Nationale	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	
SIMARD, MICHEL	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
SIMARD, MONIQUE	La Personnelle	<i>Invitée</i>				
SIMARD, REJEAN	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
SIMARD, SEBASTIEN	1064-1064 - CISSS de la Montérégie-Centre	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
SIMON, SERGE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (3)
SKENE, JENNIE	Ex-présidente	<i>Invitée</i>				
SKUP, ALIONKA	Linda Ballantyne	<i>Invitée</i>				

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S	SOUCY, CINDIE	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	ST-AMAND, SHANY	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (4)	Officielle (4)	Officielle (3)	Officielle (3)	Officielle (4)
	ST-DENIS, CHANTAL	1059-1059 - CISSS de l'Outaouais	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	ST-DENIS, MANON	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	STEINGUE, LISE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	STENSON, BERNADETTE	GNU - Ireland	<i>Invitée</i>				<i>Invitée</i>
	ST-GERMAIN, LOUISE	296-652 - Centre universitaire de santé McGill	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
	ST-GERMAIN, MICHEL	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (3)	Officielle (4)	Officielle (4)	Officielle (4)
	ST-HILAIRE, GUY	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	STOLOW, EZRA	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	ST-PIERRE, MICHEL	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	ST-PIERRE, YVAN	Militant FIQ - CSSS Baie-des-Chaleurs	<i>Invitée</i>	<i>Invitée</i>	<i>Invitée</i>		
T	TAGHIA, AMINA	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	TANGUAY, SANDRA	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	
	TARDIF ADAM, NICOLE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	TAUBIRA, CHRISTIANE	Conférencière congrès 2017			<i>Conférencière</i>		
	TAVARES SILVA, RAFAEL	Linda Ballantyne					<i>Invitée</i>
	TESSIER, CHANTALE	1053-1053 - CIUSSS de la Mauricie-et-du-Centre-du-Québec	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	THEBERGE, NANCY	1050-1050 - CISSS du Bas-Saint-Laurent	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	THÉRIAULT, MÉLANIE	FIQ Montréal			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	THERIAULT, SOPHIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	THERIEN, MONIQUE	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	TERRIEN, KARINA	120-651 - CHUM	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)

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T THIBAUT, ISABELLE	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
THIBAUT, NATHALIE	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
THIBAUT-BELLEROSÉ, MARC	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
THIFFEAULT, BENOIT	FIQ M/Centre-du-Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
THIVIERGE, FANNIE	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
THOMAS, FLORENCE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
TOUSSAINT, HÉLÈNE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
TRAN, KIM UYEN	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>	<i>Fraternelle</i>
TRAN, VINH THUY	1057-1057 - CIUSSS du Centre-Sud-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
TREMBLAY, ERIC	1058-1058 - CIUSSS de l'Est-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
TREMBLAY, GHISLAINE	448-002 - Vigi Santé Ltée (Montréal)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
TREMBLAY, JEAN-FRANCOIS	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
TREMBLAY, JONATHAN	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
TREMBLAY, MARC	1064-1064 - CISSS de la Montérégie-Centre	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
TREMBLAY, MARTINE	001 - AIM	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
TREMBLAY, MELYNA	1051-1051 - CIUSSS du Saguenay - Lac-Saint-Jean	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
TREMBLAY, SABRINA	FIQ S/Lac Saint-Jean	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
TREMBLAY, SUZY	370-001 - Résidence Angelica Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
TREPANIER, ISABELLE	1012-1001 - CHU de Québec	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
TRUDEAU, DENISE	FIQ Montérégie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>

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T	TRUDEAU, DOMINIQUE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>		
	TURBIDE, NATHALIE	306-002 - Centre d'Accueil Marcelle Ferron Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
	TURCOTTE, BELINDA	1061-1061 - CISSS de Chaudière-Appalaches	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	TURCOTTE, MAXIME	1065-1065 - CISSS de la Montérégie-Est	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	TURCOTTE, SONIA	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
U	USE, MARIANNE	470-001 - Résidence Sorel-Tracy Inc.	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)	Officielle (1)
V	VALCINT, BRUCE LEE	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	VALERIUS, MARIE DANIELLE	1068-1068 - CIUSSS du Nord-de-l'Île-de-Montréal	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	VALIQUETTE, CAROLINE	FIQ Montréal			<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	
	VALLEE, ISABELLE	1066-1066 - CISSS de la Montérégie-Ouest	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	VALOIS, JOSEE	1062-1062 - CISSS de Lanaudière	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	VARIN, JEAN-MICHEL	1065-1065 - CISSS de la Montérégie-Est	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	VEILLETTE, ROBERT	1056-1056 - CIUSSS du Centre-Ouest-de-l'Île-de-Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	VEILLEUX, BIBIANE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	VEILLEUX, STEPHANIE	1054-1054 - CIUSSS de l'Estrie - Centre Hosp. Univ. de Sherbrooke	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	VEILLEUX, VINCENT	FIQ Estrie	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
	VENDETTE, SONIA	1063-1063 - CISSS des Laurentides	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)
	VERGE, MARIE-HÉLÈNE	FIQ Montréal	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>			
	VERNER, CLAUDYA	1064-1064 - CISSS de la Montérégie-Centre	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)	Officielle (4)
	VEZINA, CARINE	151-311 - Institut universitaire de cardiologie et pneumologie de Québec - Université Laval (IUCPQ-UL)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
	VEZINA, HELENE	1063-1063 - CISSS des Laurentides	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	

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V VIAU, MARIE-EVE	FIQ Québec	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>	<i>Salariée FIQ (fraternelle)</i>
VILLAGRASA, NANCY	1064-1064 - CISSS de la Montérégie-Centre			Officielle (0)		
VIVES URENA, EDUARDO	462-653 - Institut de Cardiologie de Montréal	Officielle (3)	Officielle (3)	Officielle (3)	Officielle (3)	
VOYER, STEPHANE	1064-1064 - CISSS de la Montérégie-Centre	Officielle (5)	Officielle (5)	Officielle (4)	Officielle (4)	
W WALDRON, JACQUELINE MARCIA	296-652 - Centre universitaire de santé McGill	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)	Officielle (5)
WONG, EDNA	1059-1059 - CISSS de l'Outaouais	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)	Officielle (2)
WORSFOLD, PAULINE	GNU - Canada					<i>Invitée</i>
Z ZINN, KENNETH	GNU -USA			<i>Invitée</i>		<i>Invitée</i>
Total:		671	664	675	660	643

OUR **CONVICTIONS** THE DNA OF OUR **ACTIONS**

NOTES



REGROUPEMENT
DES FIQ

FIQ Montréal | Head Office

1234, avenue Papineau, Montréal (Québec) H2K 0A4 |
514 987-1141 | 1 800 363-6541 | Fax 514 987-7273 | 1 877 987-7273 |

FIQ Québec |

1260, rue du Blizzard, Québec (Québec) G2K 0J1 |
418 626-2226 | 1 800 463-6770 | Fax 418 626-2111 | 1 866 626-2111 |

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