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Chris Aylward,

Good Day,

We represent a growing number of PSAC members from across Canada who have come together to express their concerns regarding the Treasury Board's Mandatory Vaccination Policy for Federal Public Servants. We are looking to PSAC for clear and concrete action as we move forward.

It is our understanding that Section 107 of the Federal Public Sector Labour Relations Act (FPSLRA), prevents employers from unilaterally altering the terms and conditions of employment while a union and employer are engaged in collective bargaining. The Public Service Alliance of Canada entered into bargaining with the Treasury Board of Canada in June 2021 for the Program and Administration Group, which represents almost 100,000 members.

As PSAC has publicly stated that the Union was not consulted on the mandatory vaccination policy, **we call on PSAC to file a statutory freeze complaint with the Federal Public Service Labour Relations and Employment Board (FPSLREB).**

**We are also aware that PSAC can file a complaint in Federal Court against the current vaccine mandate. Why has PSAC not done so?** In just 12 days, thousands of employees will be notified that they will be placed on LWOP indefinitely. **We request that PSAC takes immediate steps to put this matter to the Federal Court for a decision.** We would also like to take this opportunity to present you with an open letter, signed by more than 1000 concerned PSAC members and attached to this letter.

Please take the time to read it in its entirety and to schedule a meaningful discussion with us as this matter needs to be urgently resolved. We trust that as the National President of PSAC, you will do the right thing for **all** PSAC members.

In solidarity,

Stacey, Ryan, Theo, Laura  
Along with the entire FedsForFreedom Team

Dear Brothers and Sisters,

We represent the members of a collective of Federal Public Servants of Canada, which is a growing collective of federal public servants from across Canada, a large portion of which are PSAC members and who concur with the following request for representation. We are concerned with the government's intention to imminently impose mandatory vaccinations as a condition of work for federal employees. We are looking to ensure that our legal rights pertaining to health privacy and bodily autonomy are fully respected and upheld by our employer and Union.

As members of PSAC, we are strong supporters of the mission the Union strives to achieve, and the rights it is mandated to uphold. Specifically, PSAC pledges to work toward the achievement of equality for all its members and to eliminate discrimination. As stated per PSAC's website ([psacunion.ca/human-rights](http://psacunion.ca/human-rights)), this includes:

- Pressure the employer at all levels to end discriminatory practices, implement special measures to eliminate barriers to employment, and redress past and present systemic discrimination which has an adverse impact on our membership.
- Continue to lobby for changes in legislation to achieve full bargaining rights in the public service and strengthen the Canadian Human Rights Act and the Employment Equity Act.

In discussions with a PSAC Bargaining Group in regards to this issue some representatives of the Bargaining Group have estimated that 10% of their members have expressed concerns about the intention of our employer mandating medical procedures, and requesting private medical information. If this estimate is near reality, at least 21,000 PSAC members could have serious concerns about our employer's intentions.

As such, it is clear that *the loss of rights for one member is the loss of rights for all*.

### **Our Position as a collective of Federal Public Servants of Canada**

As part of this collective, our position is simple. It is our intention to assert our rights as they pertain to medical privacy, and our human rights as protected under the Canadian Human Rights Act, including the duty to accommodate. This means we cannot, and do not desire to contravene any legal rights that protect our medical privacy. As such, we will not at any time consent to revealing our personal health information, or disclosing our vaccination status to our employer.

The current policy only provides three options: (i) vaccinated; (ii) unvaccinated; (iii) unvaccinated due to need for accommodation. There is no option for providing an answer

stating unwillingness to disclose due to right to medical privacy, and the only way to exercise this right is through a non-answer. However, within this policy a non-answer is assumed to mean "unvaccinated", which leaves PSAC members with **two options: (i) forfeit your right to medical privacy and reveal your status; or (ii) exercise your right and lose your livelihood. This can be seen as nothing less than coercion.** Coercion is defined as: compelling a party to act in an involuntary manner by use of threats, including force. It involves a set of various types of forceful actions that violate the free will of an individual to induce a desired response.

Consenting to any policy or directive requesting disclosure of our COVID-19 vaccination status is in direct contravention of privacy laws under Part III, Section 18 of the Personal Health Information Protection Act, 2004, S.O. 2004, c. 3, Sched. A (ontario.ca) as the employer is not a health information custodian as defined by Section 3(1) of the Act. In addition, we believe that the onus and obligations have not been sufficiently or adequately satisfied to justify a requirement to be imminently imposed by the employer to require disclosure of vaccination status.

This vaccination mandate brings up a number of questions regarding our rights as employees of the Federal Government and the Union's commitment to the duty of fair representation. Any denial to justify and adequately address our concerns and questions will give us no option than to pursue further action. We will not encourage nor take part in any discrimination levied upon us based on our decision to keep our personal health information private, and request your support in supporting our personal medical rights.

### **The contradictory position of PSAC**

On April 1 2021, PSAC stated:

Q: Can my employer make the COVID-19 vaccine mandatory?

A: *No one can be forced to get a vaccine in Canada. The Canadian government, and many of the provinces, have stated that the vaccine will not be mandatory. British Columbia, for instance, has stated that the vaccine will be available to "everyone in the province who the vaccine is recommended for and who would like to be vaccinated.*

Q: Can my employer fire me for refusing to take the vaccine?

A: *It is very unlikely, especially in the early stages of the vaccine rollout, that an employer could fire an employee for refusing to take a vaccine. It is possible, however, that employers may be able to require an employee to work off-site until the pandemic is over.*

Now, on October 6 2021, PSAC has altered these statements with information contradictory to previous guidance:

Q: Can my employer make the COVID-19 vaccine mandatory?

*A: No one can be physically forced to get a vaccine against their will. However, employers have an obligation to keep workplaces safe and, in the context of a global pandemic, may require employees to be vaccinated to continue to work. [...] Even those working remotely are required to be vaccinated.*

Q: Can my employer discipline or terminate me for refusing to be vaccinated?

*A: An employee has the right to refuse to be vaccinated but they may end up suffering the consequences of their decision, including being placed on leave without pay or even an administrative termination.*

**It is clear that the current statements provide a reduction in rights and position for PSAC members. Why has PSAC's stance changed?**

### **Mandatory Vaccination Policies**

The Public Health Agency of Canada in its Canadian National Report on Immunization 1996, Volume 23S4 - May 1997, acknowledges and informs that "Unlike some countries, immunization is not mandatory in Canada; it cannot be mandatory because of the Canadian Constitution".

In addition to the employers' mandatory vaccination policy, it is clear that the intent is to ask workers to disclose their COVID-19 vaccination status and to provide proof of vaccination. We identify this possibility as a clear and egregious discriminatory action against those who maintain the right to keep their health information private.

**Therefore, we implore you as our Union, to file an immediate grievance to the employer for mis-representation of the need to answer their request for attestation.**

### **Privacy**

The policy on Policy on COVID-19 Vaccination states, in section 3.2.3: "*Personal information is only created, collected, retained, used, disclosed, and disposed of in a manner that respects the provisions of the Privacy Act and other applicable legislation*". Within this policy, such personal information refers to the information contained in the attestation submitted to GC-VATS, which will be disclosing the individual's vaccination status. As per the TBS directive, employees who are deemed to be in non-compliance with this policy through either responding to the

attestation that they are unvaccinated, or through a refusal to attest, will be placed on LWOP beginning November 15, 2021.

This action, in essence, discloses to anyone working on the same team, or anyone who will be communicating by email with someone placed on LWOP after that date, that the individual is unvaccinated or did not attest. This is a clear violation of the protection provided within the Privacy Act.

**Therefore, we implore you as our Union, to file an immediate grievance against our employer for violating the right to privacy outlined by the Privacy Act.**

### **Unpaid Leave**

There are inherent contract law issues that we believe are not possible to enforce, nor is it ethical to penalize employees for alleged non-compliance. We have not engaged in negotiations with the Union to parachute such a clause or policy into our employment contract, including one which jeopardizes our employment position.

The employer has created a new and arbitrary condition of employment, and is enforcing it by use of involuntary leave without pay and threat of termination of employment for cause, simply for answering the vaccination attestation in a manner they have deemed to be incorrect.

They have further advised that employees who are put on unpaid leave will not only be terminated, but the compounding ill effect will result in no eligibility of EI benefits from Service Canada. This is an outrageous violation of our employment rights and human rights, and we will not tolerate this.

**Therefore, we implore you as our Union, to file an immediate grievance to the employer for breach of my Collective Agreement.**

### **Bona Fide Occupational Requirement and violation of our Human Rights**

The employer has notified us that everyone must attest to being vaccinated with the COVID-19 vaccines or face disciplinary action, up to and including termination of employment for cause. This is a discriminatory employment practice as it requires the disclosure of personal medical information, while also acknowledging that a refusal to disclose, or disclosing the "wrong" answer will result in disciplinary action.

The Canadian Human Rights Act, under section 15, informs that employers may lawfully discriminate, based on an otherwise prohibited ground under the Canadian Human Rights Commission, if they can prove a legitimate business reason.

Therefore, we implore you as our Union, to conduct three (3) immediate action items:

1. Demand that the employer provides a *job analysis* for every position which shows the breakdown of the necessary job tasks and an assessment of the risk level.
  - The risk must be “measurable” and “quantifiable”. Simply stating that being unvaccinated is a risk to the public or to patients/staff in the health care system, needs to be measured and quantified.
  - The employer needs to demonstrate this with hard scientific evidence and statistics.
  - The employer is required to demonstrate that the risk cannot be mitigated by other measures (masks, barriers, social distancing, working from home, rapid testing, etc.).

2. Once the employer presents their *job analysis* for the required position, the Union needs to ask the employer for written clarification on which aspects of the position are dangerous, if that person is not vaccinated.

3. Finally, the Union needs to ask the employer for written explanation regarding what accommodation measures were explored, and why the employer has determined that those accommodations would be considered “undue hardship”.

**Since the employer has mitigated the risk for the last twenty (20) months by imposing mask wearing, social distancing, working from home, etc., why are these measures suddenly considered an undue hardship?**

#### **Further unanswered questions**

These issues are complex; however, each PSAC member's livelihood is at stake. We are facing severe consequences, both known and unknown, without disclosure or transparency.

What is the legal basis of mandating COVID-19 vaccination as a condition of employment, given that vaccination for any communicable disease has never been a condition of employment previously? Under Sections 10 and 11 of the *Health Care Consent Act, 1996, S.O. 1996, c. 2, Sched. A* (<https://www.ontario.ca/laws/statute/96h02#BK14>) an individual must consent to treatment, and that consent must be freely given. Given that the employer is not a health practitioner as set out in the Act, what legal basis does the employer have for advising or requesting that employees be vaccinated against COVID-19 or any other communicable disease?

Will this policy be directly related to job performance, and will it be required to perform critical aspects of every single PSAC member's job? Why will undisclosed or non-vaccinated employees be penalized for not receiving the COVID-19 vaccination?

**If it is the employer's intent to mitigate risk to the health and safety of employees, surely this effort should extend to any and all communicable diseases.** As such, is it the employer's intent to request that employees and contractors in all government buildings (including security personnel, janitorial staff, on-site food services employees, etc.) be mandated to have up to date vaccinations for things such as hepatitis, measles, seasonal influenza, and others? If not, what is the basis for mandating a COVID-19 vaccination policy but not a policy that includes, for example, testing for tuberculosis, or testing employees who present with a sore throat for streptococcus, or mononucleosis (both of which are highly contagious) prior to being allowed to enter an office building?

Currently, no data on medium- or long-term efficacy of COVID-19 vaccines are available (<https://www.canada.ca/en/public-health/services/immunization/national-advisory-committee-on-immunization-naci/recommendations-use-covid-19-vaccines.html#a7.4>). Given this information, what is the legal basis for implementing a policy which requires employees to be vaccinated or face disciplinary action, up to and including termination? Will the employer be liable for any adverse reactions that might take effect due to any vaccinations received as a condition of employment?

How will the definition of a fully vaccinated individual change over time, given that in the current context, an individual is not considered fully vaccinated until a 14-day period has elapsed after the administration of a second dose of the vaccine(<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19/vaccines/life-after-vaccination.html>)? Will individuals be required to receive boosters at regular intervals, and disclose those to the employer on a continuing basis, in order to be considered fully vaccinated?

These, and many concerns and questions, are being posed to you as we have engaged multiple times to seek answers from our union, who have not voiced our concerns to the employer.

### **What we are looking for Moving Forward**

To reiterate what we stated at the beginning of this letter, we represent a large group of united public servants, and our numbers are growing by the day. We expect PSAC to uphold our rights and lobby vigorously on our behalf to ensure the employer removes their mandatory COVID-19 vaccination policies that are predicated on an infringement of our medical privacy.

**In closing**, we seek your immediate assistance and respectfully ask for a written acknowledgement of receipt of this letter, outlining the steps that PSAC is taking to negotiate with the employer on our behalf in relation to these issues, and your written responses to the

questions posed, no later than within the next 3 calendar days. **We urge you to remember that under s.37 of the Canada Labour Code, PSAC has a duty to represent all members.** Coercion and intimidation should have no place in any workplace policy, and we would trust and hope that you would feel the same. We implore you to negotiate alternative work arrangements for PSAC members who do not wish to disclose their vaccination status.

We are also requesting to meet with PSAC Executives by October 22, 2021 to have an opportunity to discuss the questions and concerns outlined here, along with how PSAC will be representing all of its members by respecting each individual's right to medical privacy and human rights.

In solidarity,

Brothers & Sisters of PSAC

57 Anonymous Brother & Sisters along with;

Stacey Payne

Ryan Lee McKenna

Majida Hussein

Lisa Kernohan

Rony Najm

Melisa Chudobiak

Veronica Markus

Cindy Deraiche

Cory Alexander

Tanya Leblanc

Christine Leoppky

Jessica Giles

Michael Korzeniewski

Mike Lloyd

Mira Moussa



Audrey Lacasse  
Mariana Daoud  
Micheline Hickey-Ross  
Shannon Dowbiggin  
Murielle Page  
Jacqueline Moisan  
David Knox  
A.L. Johnson  
Jessica Mcauliff  
Nicole Labrie  
Anna Marinic  
Karine Baldwin  
Alma Pineda  
Chad Byreiter  
Christina Reid  
Andreea Modrea  
Muhammad Ali  
Tanya Paxton  
Eliane Gedeon-Chaar  
Josée Arnott  
Celina Brennan  
Christine Vessia  
Raymond Khoury  
Michelle Day  
Stacy Anhorn  
Jennifer Rickard  
Jolani Lange  
Raymond Khoury  
Mourad Benahmed  
Barbara Dzikowska-Morineau  
Caroline Richer  
Dom Baldwin  
Chad Byreiter  
Catherine Vanden Abeele  
Nana Fazaa  
Christine Leoppky  
Laura Constantinescu  
Andreea Modrea  
Majida Hussein  
Christina Caleb  
Eliane Gedeon-Chaar  
Michael Falcone  
Barbara Dzikowska-Morineau  
Jen B

Angela Cripps  
Audrey Berlovan  
Salyna Legare  
Siobhan Kelly  
Jen Mclaughlin  
Sheena Dixon  
Cindy Dupere  
Christina Grubisic  
Joan Bolton  
A.L. Johnson  
Volvo Jules  
Anne Vermette  
Vicki Jules  
Nadia Farehi  
Gwladys Ketchemen  
Manuela Rotar  
Jonathan Chow  
Michael Seamone  
Josée Roy  
Julie Faubert  
Hawraa Bachir  
Felix Beauchamp  
Shannon Lepine  
Shelley Berndt-Perras  
Caileigh Tibben  
Kristeena Carruthers  
Jocasta Boone  
Lyane Giroux  
Annie Carriere  
Kathy Leal  
Mark Smith  
Renee Theoret  
Michael Hall  
Melissa Roy  
Ewa Manczak  
Nada Fazaa  
Natasha Uhlman  
Nathalie Lacroix  
Hannah Hamilton  
Jozel Lemire  
Natalie Leger  
Nathalie Dupont

Michelle Marleau  
Jordan Hebert  
Alexandra Hare  
Alexandra Gourdouvelis  
Sheri Pilon  
Royce Bui  
Isabelle Bouchard  
Thy Da Meas  
Mourad Benahmed  
Sophie Leblanc  
Hana Gd  
Natalie Hachey  
Venessa Leblanc  
Tim Brine  
Sophie Leger  
Kirk Aube  
Gemma Goss  
Lisa Vautour  
Jackie Landry  
Celia Smith  
Alyse Guilbault  
Radina Petrova  
Bev Dunn  
Lindsay Hachey  
Matthew Tees  
Christian Festejo  
Robyn Dunn  
Chantale Plante  
Myriam Mcgraw  
Katia Antillon  
Holger Plaetschke  
Carol-Ann Gardiner  
Sabrina Lanthier  
Larissa Anderson  
Micheline Hickey-Ross  
Karine Gelinis  
Lyne Surette  
Julie St-Pierre  
Lenora Barrett  
Derek Rogers  
Rose Kanitz  
Dustin Wallace  
Jennifer Squires  
Stefania Sotelo Gonzalez

Tony Musolino  
Emmanuelle Payan  
Lisa Cove  
Dean Sobey  
Mathieu Mantha-Gagnon  
Patrice Robery  
Shannon Redburn Alvarado  
Michelle Lalande  
Peter Adamus  
Cheryl Clark  
Kallie Cooper  
Draga-Sladja Kosoric  
Katherine Bemben  
Alexander Hobbs  
Laurent Boudreault  
Carolee Herbert  
Stephen Kelly  
Chantal Baker  
Kristine Gravelle-Rystenbil  
Riann Babineau  
Dominique Bedard  
Catalina Solomon  
Sonia D  
Anik Rossignol  
Corina Ramirez  
Simon Duchaine  
Dennis Chin-Sang  
Yana Lisovyk  
Maria Ramirez  
Samantha Kingsbury  
Sandra Lacasse  
Paul Chevrier  
Danielle Laplante  
Yogesh Sharma  
Rock Briand  
Marie Haddad  
Kasey Bockus  
Cara Debruyne  
Annala Tharakan  
Sandra Mundschin  
Kerry Spears  
Autumn Cardy  
Cheryl Jordan  
Andrea Zill

Kimmy Savoy  
Chelsea Sawatzky  
Mark Jaekl  
Laurie Simmons  
Jamie Frederick  
Kaitlyn Last  
Jessie D'aoust-Kane  
Cynthia Robineau  
Vanessa Gallant  
Mathieu Roy  
Anna Carriero-Delmedico  
Nathalie Gauthier  
Vickie Godin  
Tim Bishop  
Alicia Wright  
Kari Smythe  
Holly Stevenson  
Kent Cullen  
Donna Boucher  
Camille Mccooeye  
Christina Abou Assi  
Ashley Desilets  
Steven Kelly  
Zahrah Alsalihiy  
Beverly Pell  
Sylvie Boucher  
Patti Dulmage  
Nickesia Reid  
Natacha Rousseau  
Sarah-Michelle Deschiffart  
Akos Seregelyi  
Martine Sauve  
Alejandro Alvarez  
Chantal Fournier  
Sylvain Bouchard  
Justin Lemay  
Ivana Elez  
Dana El-Sabbagh  
Elias Touma  
Christina Yano  
Lina Morin  
Dean Davis  
Sonia Parisien  
Randi-Lee Chevrier

Teresa Dawson  
Jeffery Rafique  
Stephanie Hooper  
Carrie M  
Ryan Slee  
Amanda Foley  
Emily Galvao  
Christie Mitenki  
Sandra Whiting  
Richard Osborne  
Kerri Peake  
S everine Parnaudeau  
Michael Dessureault  
Carolle Lamoureux  
Carling Kong  
Rosemary Raimondi  
Jared Hart  
Sylvie Savage  
Kirsten Morris  
Ian Meachern  
Ingd Thompson  
William Miles  
Kimberley Campeau  
Yanya Andjelic  
Bethan Nodwell  
Kelly Grenier  
Yusra Ahmad  
Lise Houde  
Sara Deschamps  
Amanda Spenst  
Jay Abdu  
Tammy Stanwood  
Brent Carter  
Johanne Paquette  
Krystine Young  
Annie B edard  
Dianne Singh  
Salinna Lachance  
Travis Towle  
Emma Turpin  
Lisa Beaudet  
Neil Bird  
Melanie Fortier  
Amanda Burge

Chantale Levac  
Lindsay Dagenais  
Kim Thompson  
Kathleen Dengage  
Catherine Aivaliotis  
Marisa Valleau  
Mike Anderson  
Laurie Enders  
Roberto Case  
Judy Martin  
Denis Epiktetov  
Gisele Labelle  
Cindy Mclean  
Brian Parker  
Stephanie Nadeau  
Elaine Heyink  
Cindy Mclean  
Alan Leader  
Tom Marriott  
Julie Godmaire  
Kathleen Mulholland  
Michelle Butler  
Melissa Ouellette  
Elizabeth Caron  
Amanda Bower  
Natalie Desalliers  
Karen Arseneault  
Maria Marincic  
Cindy Silliker  
Susy Bartolozzi  
Lizzanne Felix  
David Obirek  
Mary Achakji  
Andre Labossiere  
Jamal Kareem  
Linda Griffiths  
David Hornibrook  
Julie Hamel  
Jodine Willman  
Anyse Gauthier  
Lisa Drainville  
Edward Trowell  
Katherine Lauze  
Luke Bedros

Kyle Gibson  
Caroline Tremblay  
Brittany Comport  
Michelle Dover  
Jayson Wing  
Lisa Macphee  
Tracy Gratton  
Connor Donovan  
Jagdeep Sandhu  
Jodie Barrieau  
Michel Gauvin  
Jeremy Landry  
Blanche Gauthier  
Marie-Claude Sabourin  
Angela Ahunu  
Raman Saini  
Jonathan Soivilus  
Jean-Francois Joseph  
Isabel Coates  
Michal Walczak  
Nancy Danton  
Anna Boz  
Elizabeth Pitts  
Sarah Tait  
Gregory Marchand  
Nataliya Chabanyuk  
Katherine Cameron  
John Gebara  
Nicholas Papayiannakis  
Zachary Linnick  
Christine Walsh  
Brigitte Boucher  
Angie Martial  
Monique Desabrais  
Nicole Boucher  
Rosemary Davis  
Rebecca Macdonald  
Travis Peters  
David Dempster  
Pablo Berlanga  
Jeannine Beauchamp  
Ryan Willick  
Joyce Rissling  
Josie Fata

Patti Persaud  
Edouard Tambwe Makaba  
Alpar Molnar  
Roxanne Leblanc  
Connie Mauer  
Patrick Roussy  
Michelle Crawley  
Marija Koloper  
Kurtis Rissling  
Chantal Lafrenière  
Mark Snow  
Jerome Lapierre  
Karine Payant  
Dominique Labrie  
Kristan Shannon  
Monique Lafontaine  
Jessica Cormier  
Sonia De Oliveira  
Martine Rioux-Morris  
Janelle Payant  
Maria Van Raalte  
Lisa Lindal  
Rob Phillips  
Greta Phillips  
Greg Clark  
Rachel Skelding  
Karen Adelberg  
Nicole Doiron  
Calvin Bedros  
S Stan  
Vicky Courtesu  
Matt Drennan  
Matthew Dimarco  
Cynthia Lesage-Godmaire  
Catherine Demers  
Laurel Brooks  
Anita Bedo  
Jennifer Thompson  
Tyree Lush  
Christine Nemish  
Fabrice Taye  
Lynne Cormier  
Melanie Gervais  
Melanie Paradis

Ann H  
Cole Jones Jones  
Caroline Gareau  
Sol D  
Stephanie Taylor  
Janine Strickland  
Jessica Waddell  
Jennifer Turner  
Grazyna Kaminska  
Maurice Supple  
Brigitte Beauvais  
Luc Nadon  
Daniel Barkema  
Mitchell Macintyre  
Mike Gregory  
Ifrah Sulaiman  
Tango Larocque  
Matthew Carrier  
Ashley Richard  
Stephanie Muraco  
Queenette Hill  
Darren Lynch  
Natalie Holden  
Colleen Kaminska  
Joy Morgan  
Nicole Richard  
Deepa Murthy  
Darlene Dunn  
Laura Ykema  
Lindsey Murdock  
Sherry Loates  
Chafari Bailey  
Jason Hiscoe  
Julie Warner  
Carole-Ann Nadon  
Brent Epps  
Francois Bregaint  
Fanie Mazerolle  
Cindy Deraiche  
Kim Newsome  
Vincent Heroux  
Sandra Daigle  
C S  
Luc Racine

Rejanne Saunois  
Fernand Daigle  
Reneechantale Bazinet  
Marc-Olivier Philippe  
Inez Cain  
Julie Hawkes  
Louise Schell  
Ryan Michie  
Lisa Harris  
Sanya C.  
Melanie Wong  
Vangie Sialtsis  
Kim Gilkinson  
Gaby Giasson  
Colette Plourde  
John Hilborn  
Jean Cuillerier  
Alanna Brochu  
Erin De Jong  
Alysia Scorey  
Kathy Hachkewich  
Danielle Laplante  
Sheryl Gallenero  
Erin De Jong  
Denise Murphy  
Guy Belanger  
Nadia Zinck  
Heather Halliday  
Jonathan Bah  
Shannon Erwin  
Farnaz Moin-Manavi  
Kelly Tomczyk-Richard  
Caroline Riendeau  
Ginette Lesage  
Melanie Gross  
Richard Arsenault  
Donna Gallant  
Omar Cid  
Karine Dumoulin  
Baikie Nahas  
Jody Shepard  
Mailys Ndimbongi  
Michel Laverdière  
Frank Rodrigues

Marie Aubin  
Divine Masabarakiza  
Sylvie Quenneville  
Viviane Fairhead  
Ron Perreault  
Melissa Laderoute  
Jennifer Bardhan  
Darryl Reynolds  
Karla Peake  
Jennifer Lefebvre  
Manon Tremblay  
Patricia Husband  
Elisa Ho  
Carol Brunton  
Ted Anderson  
Isabelle Paquette  
Chris Lowe  
Suzan Mottl  
Linda Clément  
Lucie Lalonde  
Rob Hennessey  
Mary Taleh Nonde  
Stéphane Grenier  
Nathalie Dupelle Beauchamp  
Nancy Dubois  
Patrick Cormier  
Keith J  
Andrzej Nicalek  
Souad Berbari  
Yasina Bhanji  
Mariama Aboul Atchang  
Kerry Boot  
Kelly Anne Lynch  
Leila Kostyl  
Tony Rathbone  
Kevin Dufour  
Da Dimarco  
Shane Ackerman  
Richard Charron  
Rob Currie  
Sonya Cudmore  
Shane Fiddler  
Ian Burns  
Quevin Pinheiro

Melanie Williams  
Colin Canavan  
Danielle Mccullough  
Romina Hendryanto  
Mark Gevaert  
Darren Green  
Jessica Glowa  
Boonmy Thongdit  
Christina Morgan  
Anne-Marie Mcnulty  
Donette Marushy  
Cindy Brazeau  
Daria Sinek  
Liana Nguyen  
Aaron Herrington  
Alicia Hughes  
Patrice Florestal  
Patrick Villemure  
Rohit Hannsraj  
Serryna Whiteside  
Alex Hobbs  
Carmen Penn  
Jennifer Stadelmann  
Véronik Poirier  
Lili Carriere  
Rina Kb  
Kristina King  
Nicole Brisson  
Kayla Truhlarik  
Josee Serre  
Synthia Blanchette  
Catalina Solomon  
Charline Mazerolle  
Paryse L  
Vickie Bellinger  
Christian Myre  
Chantalle Boulard-Patterson  
Kathy Beck  
Douglas Martin  
Samantha Audette  
Brooke Davidson  
Christine Gaboury  
Wendy Harding  
Carol Brunton

Jasie Trapani  
Kayla Scagnetti  
Fatima Sbeiti  
Anthony St-Louis  
Marina Larouche  
Sesha Rabideau  
Karlie Turpin  
Rhonda Bennett  
Pauletta Frater  
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Theresa Taillefer  
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