

December 2021
Volume 13, Issue 2

CUSSU Concordia University Support Staff Newsletter



Note from the President

Dear Members,

I hope you enjoyed your summer and took some vacation time to rest and relax. As you know, the university has adopted a hybrid workplace model and many of our members have returned on campus depending on the unit's needs and expectations from its management. Managers were instructed on planning a safe return to campus in mid-August and were expected to meet with their teams to review the return-to-work process, and plan work schedules within their units.

Remote work guidelines were sent to them, which are also available on CSpace, now renamed [Carrefour](#). If you want to continue working remotely, you are required to submit the Return-to-work Request form. There are protocols to follow on campus which can be found on the [Environmental Health & Safety website](#). If you have any concerns regarding your workspace on campus, please send an email to E. H. & S. at ehs@concordia.ca. They will conduct an evaluation of your workspace. You can also contact [David Babcock](#), our VP Health and Safety, who can look at your health and safety concerns from a union perspective.

Michael Di Grappa thanked the community for wearing orange on Sept. 30th for [The National Day for Truth and Reconciliation](#).

On October 18th all Union and Association Presidents attended a Union Leaders' Update meeting, steered by the University Administration. The return to campus situation was discussed, and we were informed that there have been 42 Covid cases on campus since last year. Additionally, 90.2% of Concordia Staff and Faculty, and 90% of students are fully vaccinated. This information was provided to the university by Public Health and the Government. There will be more in-person classes for the Winter semester, and some will continue to work remotely until further no-

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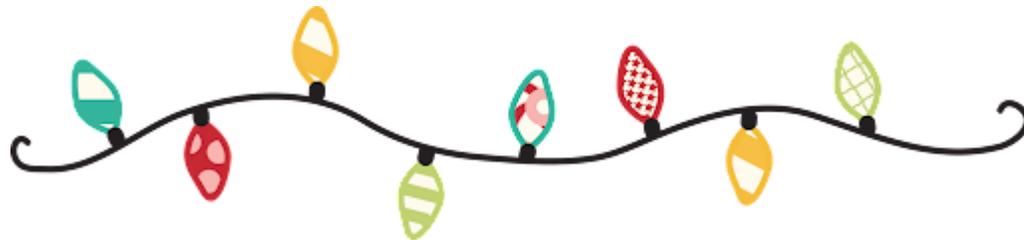
tice. The meeting ended with a discussion of UNITY.

UPDATE—As of December 2, 2021 we can confirm that staff and faculty will only get access to the system on Dec. 6th due to a technical problem at go-live. If you are responsible for submitting timesheets: timesheets for the pay period of November 21 to December 4, 2021 must be submitted and approved in UNITY by 5pm on Monday December 6. The pay date for this period is December 17, 2021.

As the holiday season and the end of semester approaches, remember that if you are feeling overwhelmed, have anxiety or stress, regarding returning to campus, or any other events in your life, the [EAP program](#) is available to help you and your family. I also encourage you to take a look at [the EAP newsletters](#) which are very informative and accessible through Carrefour.

Stay safe and healthy, and if you have any concerns, please let us know by sending us an email at cussu@concordia.ca.

In solidarity,
Donna Fasciano
CUSSU,



Thinking of applying on a posted CUSSU Position?

If you are applying for any recently posted CUSSU positions, don't forget to let the union know! It is important because your alert is the only tool we have to verify that a job was given to the most senior and qualified candidate.

How do you do this, you might ask? **Cc'ing the union is not enough.** You must also explicitly give the university permission to inform us of your application. This requires a specific mention in your cover letter, not just a cc to the email. **Please indicate on your cover-letter a postscript that says you authorize the University to inform the Union of your application.** By putting this phrase in your cover letter, the university is obligated to send CUSSU the short list of the applicants who applied to a posting. Remember, just cc'ing the union *does not* give the union permission to know that you have applied.



Update Your Skills through UdeMy!

Concordia has extended its contract with UdeMy until August 2022. This online learning tool is available to all staff, free of charge. Thousands of courses are available, and most are delivered in small, segmented, chunks of time, making them accessible at times that are convenient. At the end of each course, a certificate of completion is available for download. [Check out the UdeMy page for more information.](#)



CUSSU Benefits-at-a-Glance:

Human Resources is working on a tool that will show Concordia employees their benefits at a glance. The goal is to create a streamlined document, that shows the coverage that each employee group has. The document has been attached with this Newsletter and will eventually be available online. Additional information can also be found on the [Pension and Benefits tab on Carrefour.](#)

The Benefits-at-a-Glance chart is intended to compliment, not replace, existing Group Insurance Policies, labor laws or Collective Agreements. Your Collective Agreement is also a valuable source for coverage information.

Should you have additional questions related to coverage and/or eligibility, email : bene-fits@concordia.ca .



Congratulations to our Communication Survey Winners!

Thank you to all of you who responded to our CUSSU Communications survey back in June! Your feedback was much appreciated and will be reflected in future CUSSU communications.

We would also like to congratulate Tina Montandon & Heather Pearson for being the lucky winners of the 50\$ Amazon gift cards raffled off among the responders of this survey! If you would like a chance to win, keep an eye out for future CUSSU surveys.

Contacting CUSSU

If you need to contact CUSSU for any reason, [please send an e-mail](#). This is especially important when sending suggestions regarding future collective agreements or grievances. It is far easier to categorize and archive e-mails, which can then be quickly recalled when needed, for a meeting or our negotiations.

NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN

The National Day of Remembrance and Action on Violence Against Women, also known informally as White Ribbon Day, is a day commemorated in Canada each December 6th, the anniversary of the 1989 École Polytechnique Montréal massacre, fourteen women were killed and ten injured in the name of “fighting feminism”.

Their names were: Geneviève Bergeron, Hélène Colgan, Nathalie Croteau, Barbara Daigneault, Anne-Marie Edward, Maud Haviernick, Maryse Laganier, Maryse Leclair, Anne-Marie Lemay, Sonia Pelletier, Michèle Richard, Annie St-Arneault, Annie Turcotte, and Barbara Klucznik-Widajewicz.

This day falls within the 16 days of Activism against Gender-Based Violence (November 25 to December 10) and gives us an opportunity to reflect on all the missing and murdered Indigenous women, trans women (LGTBQ2), and all women whose lives have been harmed or lost to gender-based violence.

Globally, women continue to face unacceptable levels of violence. In a survey of Quebec women's shelter clients — conducted by the Regroupement des maisons pour femmes victimes de violence conjugale from July to November 2020 — 42 per cent of women said they faced more intense incidents of domestic violence during the first lockdown and 43 per cent said they did not seek help because their partner was always around.



Together we can change the world and make it a better place to live peacefully with one another.

<https://www.unwomen.org>

<https://women-gender-equality.canada.ca/en/commemorations-celebrations/16-days/national-day-remembrance.html>

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2020001/article/00012-eng.htm>

<https://www.quebec.ca/en/family-and-support-for-individuals/violence/conjugal-violence>

<https://canadianwomen.org/the-facts/>

<https://www.cbc.ca/news/canada/montreal/domestic-violence-quebec-pandemic-shelter-funding-1.5936713>

<https://montrealgazette.com/opinion/columnists/allison-hanes-how-many-more-women-have-to-suffer-violent-deaths>



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Calendar

December 6, 2021 - National Day of Remembrance
and Action on Violence Against Women

December 22, 2021—last day of work

December 23, 2021—January 5, 2022 inclusive:
University Closed

January 6, 2022—Winter Term Begins



Have suggestions or ideas
for the newsletter?

Email us at:

cussu@concordia.ca



Check out our CUSSU
website. (www.cussu.net)

Facebook Users!

We have CUSSU FB Group



Join us!

News From Members

The CUSSU newsletter is packed with practical advice on various issues of interest to the support staff. We want to give you the opportunity to stay in touch with us, and to tell us what useful information you would like to see on the CUSSU website.

If you have a problem and would like your fellow members to help, send your questions, suggestions or comments to cussu@concordia.ca. This email address is protected from spambots. You need JavaScript enabled to view it.

The Executive seeks to support and assist you, our members, by keeping you informed of any new developments in the University. Newsletters are published four times per year.

The newsletter is sent to all members as a benefit of membership. It is also posted on the cussu.net web page. We encourage our members to visit the CUSSU website when each new issue of the newsletter is posted.

