

2019  
Volume 11, Issue 3

CUSSU-Concordia University  
Support Staff Newsletter



**Note from the President**

It's been a busy year and I would like to thank the Executive Team and Union Council members for their hard work all year round and in supporting our CUSSU members.

Good news! We will be signing the Collective Agreement on December 16th. Article 26.08—Leave for Family Obligation, will start immediately after December 16th.

“From these ten (10) days, two (2) are taken without loss of pay, and the other remaining are without pay...”

I would like to wish all our CUSSU members and family a happy holidays and a Happy New Year!

**Donna Fasciano**

**Note from the Interim VP Women’s Issue**

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 6, the anniversary of the 1989 [École Polytechnique massacre](#), in which armed student [Marc Lépine](#) murdered fourteen women and injured ten others in the name of "fighting feminism".



This day is also an opportunity to reflect on all the missing and murdered Indigenous women, trans women (LGTBQ), and all women whose lives have been harmed or lost to gender-based violence.

It is our duty to come together and advocate to stop “Gender-based violence” within our society. Please join us for your morning coffee break on December 6th.

**Christabell Moyo**

**Inside this issue**

Note from the President ..... 1  
Note from VP Women’s Issue ... 1  
Happy 30th CUSSU..... 2  
Applying for CUSSU Position ..... 3  
Discounts..... 3  
Overtime Article..... 3  
EAP ..... 4  
Contacting CUSSU..... 4  
Event Calendar ..... 5  
News from Members..... 5

**Contributors to this issue**

- Donna Fasciano
- David Babcock
- Vidya Khan
- Christabell Moyo
- Elise M. Melancon

# Happy 30th Anniversary

## CUSSU



Before CUSSU was formed, we belonged to Concordia University Non-Academic Staff Association (CUNASA). The Association was comprised of support staff, technicians, professionals and lower level management. The Association lasted for several years but its ability to defend the members was limited because there was no contract with the employer. When we formed CUSSU, we shopped around the various union organizations, such as CNS, FTQ, CUPE, PSAC and others. As a group, we finally chose to affiliate with the CSN. The decision to affiliate with the CSN was made at a general assembly meeting by the members. One of the main reasons why we choose the CSN, is that local unions have full autonomy which means that we get to make our own decisions without having anything force on us. One of the implications of having our own autonomy is that members need to get involved on Executive and Council in order to ensure that members' rights are protected.

After we became a union in 1991, we negotiated our first contract which was signed in 1994. The most important gain we made in our first negotiation was to obtain employment security for all members with two or more years of permanent service. This was important because it prevented the Employer from arbitrary dismiss employees. In our second round of negotiation, we did not make any major gains. In our third negotiations, we made major gains especially our 34% salary increase over eight years.

This text was written by Andre Legault a few years back when he was president of CUSSU.

Elise M. Melancon





### **ARTICLE 23 OVERTIME:**

### **Applying for CUSSU Positions Internally**

After previously noting to cc CUSSU when you apply for an internal position it has been determined that cc is not sufficient. **CUSSU candidates must state on their cover letter that they authorize the University to inform the union of their application.** This is noted in all CUSSU postings.. A CC ensures CUSSU is aware that you applied but the note in your CV ensures that the employer will share hiring details.

This is being strongly encouraged as there have been recent job postings that have been filled by external candidates while qualified CUSSU members applied and were not interviewed. This is a mechanism to ensure that the members' seniority rights and the recall process is being respected. With proper access to information, CUSSU will be able to investigate exactly why a candidate was or was not selected and ensure the hiring process is being applied fairly as intended.

### **Discounts**

Concordia employees can enjoy special offers at many retail and service locations. To benefit from these offers, Concordia employees should keep their identification cards on hand, as well as take note of the special instructions or codes that may be unique to the individual suppliers, as indicated in the special offer list.

The list of discounts can be found in [CSpace](#) (login required) and they range in scope from Gym Memberships to Car rentals!

23.03: All overtime work will be compensated in one of the following ways, at the discretion of the immediate supervisor:

- a) time off or remuneration at the rate of one and a half times (150%) the hours worked by the employee outside of the regular work week or performed on the first weekly day off other than a Sunday;
- b) time off or remuneration at the rate of two times (200%) the hours worked by the employee on a statutory holiday (in addition to the postponement of the statutory holiday, or to the payment of the holiday), on a Sunday, or on the second weekly day off;
- c) a meal allowance of twelve dollars (\$12.00) is paid to the employee required to work a minimum of two (2) hours of overtime. The premium provided for in the present clause is adjusted annually in accordance with the salary percentage increase specified in Appendix D.
- d) employees who are required to work a minimum of four (4) hours of overtime are entitled to be reimbursed for taxi fares on presentation of a receipt.

Please ensure you are being compensated fairly for overtime hours worked. If asked to work for 4 hours after your regular scheduled shift, being allowed to start work at 2PM the following work day is not adequate compensation. In this example you would be entitled to 6/8 hours of compensation, a paid meal and have a taxi paid. Please see the Collective agreement for additional details and explanations.



## Employee Assistance Program

Are you a new employee? Do you know about the Employee Assistance Program, a health benefit offered by Concordia University? This is a voluntary and confidential counselling service for you, your spouse and dependent children.

### What kinds of issues does the Employee Assistance Program cover?

The EAP counsellors at Homewood Health will assist you with any personal and work-related concerns that may be affecting your physical and emotional well-being. These include: Stress, Work-related concerns, Marital/relationship issues, Violence, Family issues, Bereavement, Personal and emotional difficulties, Harassment, Interpersonal conflicts, Substance abuse (Drug and Alcohol Recovery Program - DARP), addiction such as gambling and Multicultural issues.

### Would you like to know about the upcoming seminars?

You can access this information and more by logging in to [CSpace](#) via the Concordia University website, select [Services](#), [Human Resources](#), move down a bit and select [Employee Assistance Program](#). Explore the website where you will also find informative EAP newsletters both in English and en français.

You can contact our provider Homewood Health **24 hours a day – 7 days a week:**

**English Language Services: 1-800-663-1142**

**French Language Services: 1-866-398-9505**

## Contacting CUSSU

If you need to contact the CUSSU office for any reason and leave a voice message, please also send an e-mail. This is especially important when making notes regarding future collective agreements and grievances. It is far easier to categorize and archive e-mail and it can be quickly recalled when needed for a meeting or negotiation.

## HOW TO REACH US

Address: 2130 Bishop  
St., Rm MI-303  
Tel: 514-848-2424 ext.  
8644  
Fax: 514-848-4591

E-mail:  
[CUSSU@concordia.ca](mailto:CUSSU@concordia.ca)  
Website:  
[www.cussu.net](http://www.cussu.net)

## Event Calendar

**December 6** : National Day of Remembrance and Action  
on Violence Against Women (10:00am—11:00am)

SGW—MB2.130 & Loyola—RF-120

**December 12**: CUSSU Holiday Party—(5:00pm—8:00pm)

Karina—Sir Winston Churchill Pub—2nd floor (Rsvp)

**December 16**: Signing of the Collective Agreement

**December 21-January 5, 2020**— Holiday break



Have suggestions or ideas  
for the newsletter?

Email us at  
[cussu@concordia.ca](mailto:cussu@concordia.ca)



CUSSU Website Please  
check out our CUSSU  
website. ([www.cussu.net](http://www.cussu.net))

CUSSU Facebook We have  
103 CUSSU members now.  
Please sign up as there are  
interesting and informative  
items added concerning our  
union.

## 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](mailto: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](http://cussu.net) web page. We encourage our members to visit the CUSSU website when each new issue of the newsletter is posted.

