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Why a National Day of Remembrance and Action on Violence Against Women?

December 6 is the National Day of Remembrance and Action on Violence against Women in Canada. Established in 1991 by the Parliament of Canada, this day marks the anniversary of the murders in 1989 of 14 young women at l'École Polytechnique de Montréal. They died because they were women.

As well as commemorating the 14 young women whose lives ended in an act of gender-based violence that shocked the nation, December 6 represents an opportunity for Canadians to reflect on the phenomenon of violence against women in our society. It is also an opportunity to consider the women and girls for whom violence is a daily reality, and to remember those who have died as a result of gender-based violence. And finally, it is a day on which communities can consider concrete actions to eliminate all forms of violence against women and girls.

November and December are important months for raising awareness of gender-based violence in Canada and around the world. In addition to the National Day of Remembrance and Action on Violence Against Women on December 6, the International Day for the Elimination of Violence Against Women takes place on November 25 and marks the first day of the 16 Days of Activism Against Gender-Based Violence, which ends on December 10, with International Human Rights Day.

Come join your CUSSU Executive and Union Council for coffee and sweets as we share and remember the victims.

Thursday, December 6, 2018 - 10am-11am. SGW - LB Atrium, LOY - RF-120



Contributors to the Newsletter

- David Babcock
- Donna Fasciano
- Vidya Khan
- Laurel Leduc



INTERNAL EAP CONTACTS

CUSSU Representative
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L-SP-170 , Ext. 3702

EAP Coordinator
Mario Migliara
L - TB 2nd, Ext. 3667
EAP@concordia.ca

Concordia closed for the Holidays! December 24 - January 2

Did You Know?

Did you know... Our Grievance and Labour Relations team, with the help of Geneviève Lafond, CSN Representative, has successfully settled a number of complaints and grievances without having to go to arbitration. Thanks to Andrée-Anne Bouchard, Manager - Employee and Labour Relations, Stephanie Rowe, Advisor - Labour Relations, Me Shawn Connolly, Legal Counsel, Empl/Labour Relations, University Secretariat, and the Managers and Supervisors for their willingness to sit down and take appropriate action to avoid unnecessary employee stress, and costly expenses. A full report will be presented at the General Assembly in February 2019.

Did you know... Members are welcomed to invite a Union Representative to attend disciplinary meetings, mid and final evaluation meetings, return to work following a leave, job re-evaluation (JEP), and any other meeting that you feel you may need Union assistance. Give us a call (ext. 8644) or send us an email (cussu@concordia.ca) if you have any concerns.

Did you know... We still have a number of CUSSU messenger bags to give to members. Give us a call before heading over the Union Office and we will be happy to give you one.

Did you know... You can get your CUSSU t-shirt from your Union Council member responsible for your area. We have sizes Medium, Large, X-Large, 2-XLarge and 3-XLarge. Get your t-shirt while quantities last. Don't forget to follow our Nego dates and wear your t-shirt to work on those days to show your solidarity.



Did you know... We have two vacancies: One on Union Council, one on the Executive Committee, VP Information and one on the Audit Committee. Go to the CUSSU website and read up on the responsibilities of being a member of Union Council or Vice-President - Information. If you are interested in running, you need to ask another CUSSU member to nominate you from the floor when we hold our Annual General Assembly in February 2019.

Now you are in the know!

Employee Assistance Program - by Vidya Khan

We worked hard all through 2018 supporting our faculty and students. As we look forward to the end of the semester, it is time to celebrate the holidays with friends and family. For many of us, this can be an extremely busy and often stressful time but let us not forget to give ourselves the best gift of all: **Health and Well-being**. Need help? The Employee Assistance Program is there to help you, your spouse, common-law partner, and children.

For English services: 1-800-663-1142 / Service en Français: 1-866-398-9505

International – call collect – 604-689-1717

For the hearing or sight impaired: TTY: 1-888-384-1152

Available 24 hours a day seven days a week.

Visit the [Homewood Health website](#) for more information.

Wishing you a safe and joyous holiday season & the best in 2019!

CUSSU Website

Please check out our CUSSU website.
(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.



Canada's labour movement has a long history of improving workers' everyday lives. We fought for and won many of the rights enjoyed by all workers today – minimum wages, overtime pay, workplace safety standards, maternity and parental leave, vacation pay, and protection from discrimination and harassment.

Today unions work hard every day to protect the rights we've won, and to win new rights for all workers. We are social unions, focused not just on the gains we can make in bargaining, but the gains we can make for society as a whole, like fighting to end child labour, or to win workers compensation, public pensions and social programs that help people keep working, like health care and child care.

CUSSU
SESUC

**CUSSU's Holiday Party will be held at McKibbins on Friday, December 7, 2018. Festivities kick off at 5:15pm
Wear your best Ugly Christmas Sweater.**



RSVP
cussu@concordia.ca

Christmas 2005



FOOD & DRINK



CUSSU held it's Holiday Party at Rockaberry's. This group was getting ready to put on a skit for the members. L to R - Jennifer Srey, Elise Melancon, Andre Legault and Arlene Zimmerman. If you have any photos taken at any of the CUSSU events, please share them with us.



How to Reach Us

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Executive Committee

- Donna Fasciano - President
- Derek Page - Interim VP General
- Laurel Leduc - VP Grievance
- Filomena De Gennaro - Secretary
- Karl Stamp - VP Health & Safety
- David Babcock – Interim VP Information
- Vidya Khan - Treasurer
- Bo-Kyung Kim - Interim VP Women’s Issues



We are looking for members with great social media skills, Facebook, newsletters, web-publishing, etc., to help our VP-Information.

If you have any suggestions to upgrade our social media, please share or if you want to volunteer email Donna Fasciano at: cussu@concordia.ca



CNESST - FILING A CLAIM

It is very important that if you have a work place accident it needs to be immediately reported. Vice-President Services Policy on Work Place Accidents. [VPS Policy on CNESST claims](#). Call Security and have them escort you to Health Services. In more severe cases, Security will contact 911 and you will be taken directly to the hospital by ambulance. On arrival you need to inform health officials that you were injured on the job. The doctor will complete a CNESST claim form, which you must be given when you are discharged. **DO NOT** wait until the next day or two to seek medical assistance. If you do this, it may jeopardize your claim.

It is your responsibility to send the necessary documents to the CNESST. Be diligent and follow the instructions given by your attending physician and the CNESST.

If you have questions concerning your CNESST claim and any claims filed by the CNESST through Concordia, please contact pensions@concordia.ca.

If any CUSSU member sees a potential health and safety concern, use your cell phone to take photos. Please report any concerns to Karl Stamp, VP Health & Safety. karl.stamp@concordia.ca



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

News From Members



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 webpage. We encourage our members to visit the CUSSU website when each new issue of the newsletter is posted.