

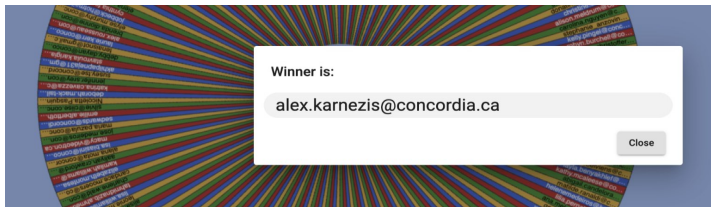
November 2023—Volume 15, Issue 2

CUSSU Concordia University Support Staff Newsletter

Note from the President

Dear Members,

I would like to thank everyone that participated in the CUSSU Census survey which was sent out to everyone in July. At our Council Meeting in September there was a live draw for a \$50 prepaid Visa card where all the participants who provided an email address were entered into a wheel. The lucky winner of the \$50.00 prepaid Visa card is Alexandra Karnezis.



I would also like to inform you that Employee Labor Relations has recently launched the My Seniority module for employees who accrue seniority. Through this tile in UNITY, employees will be able to view their current seniority list in static format.

Employees will be invited to submit an HR service request in case of any issues with their seniority date or hours. There will also be an FAQ section on Carrefour and Moodle training will be made available.

---- Wishing you all a healthy, safe and relaxing holiday with your loved ones.

In solidarity,
Donna



CUSSU SESUC

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Contributors to this issue

- Donna Fasciano
- Jennifer Srey
- Larissa Dutil
- Christabell Moyo

Changes to your CUSSU Executive and Council

Executive Members

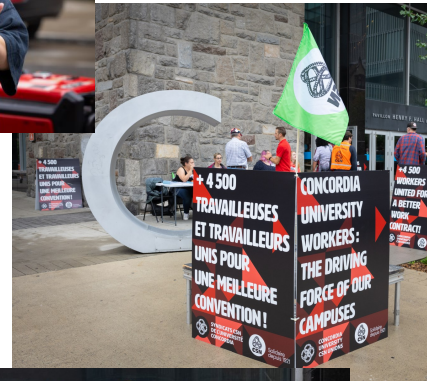
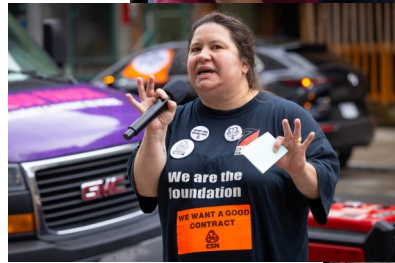
President: [Donna Fasciano](#)
VP. Health & Safety: [David Babcock](#)
Secretary: [Bo Kim](#)
VP. Women's Issues: [Christabell Moyo](#)
Interim VP Grievance: [Jennifer Srey](#)
Interim VP Information: [Larissa Dutil](#)
VP General: [Jennifer Muir](#)
Treasurer: [Vidya Khan](#)

Council Members

[Jose Medeiros](#)
[Sheri Bernier](#)
[Sandra Woywod-Page](#)
[Aneil Mehta](#)
[Helene Medeiros](#)
[Stuart O'Driscoll](#)
[Jill Kinaschuck](#)
[Michel Erkie](#)
[Karen Holder](#)
[Andrea Jakob](#)
[Kelly Routly](#)
[Beata Tararuj](#)
[Tom McGurk](#)
(1 vacant position)

Audit Committee

[Deborah Simon](#)
[Leonie Morris](#)
(1 vacant position)



A BIG thank you to everyone that came out to the CSN inter-union BBQs held on September 13th at SGW and September 14th at LOY! Concordia currently has 4500 workers that are members of CSN unions negotiating new collective agreements. Together we held a successful lunch-hour solidarity rally, reminding the employer that we are united for fair wages and working conditions.

Photos courtesy of the CSN

Update on our Negotiations

As reported in our last Negotiations Update, your Negotiations Committee has been at the table throughout the fall, and the meetings have been going well. We are almost through all non-monetary topics and will begin discussing hybrid work and monetary topics at our next meetings. However, your Executive Committee is also engaged in discussions with the employer about important everyday issues that matter to members, even when your Negotiations Committee is working towards more long-term changes in our Collective Agreement at the table.

To that end, CUSSU has sent letters of support to upper administration in response to the community-generated petitions regarding hybrid work. We attended meetings about hybrid work when upper administration asked union leaders to come out and speak on the topic. And most recently, we sent the following letter to upper administrators in response to the cavalier behaviour of upper administration towards its support staff in the wake of the ongoing strikes in the elementary schools.

24 November, 2023

Dear Graham Carr, Michael Di Grappa, Anne Whitelaw, Kristina Huneault, Amy Buckland, Anne-Marie Croteau, Pascale Sicote, Mourad Debbabi, Annie Gérin, and Faye Diamantoudi:

On November 20th, Dr. Kristina Huneault, Vice-Provost, Faculty Development and Inclusion, issued a memo addressing the impact of the ongoing strikes on students and faculty, particularly those with young children.

The memo urged faculty to show compassion and understanding when students approached them in difficult situations due to the unprecedented strike actions commencing this week, and in turn, faculty themselves, were also told they must make emergency arrangements themselves; but, when necessary, some remote teaching was possible, and that additional arrangements could be made with respective supervisors.

Why has the employer chosen only to publicly address faculty and students during this crisis? What about the university's support staff, who are also struggling to coordinate work and family obligations through this historic event?

Many workers at Concordia also have school-aged children and are affected by these same strikes! Don't we deserve compassion and understanding too?

Despite being without a contract since May 31, 2023, support staff have shown remarkable resilience, ensuring that Concordia's academic mission continues unabated. We are an integral part of the community, and our contributions should not be overlooked.

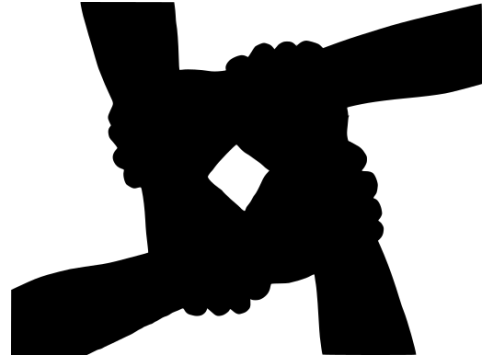
Concordia prides itself on being a "top employer," and yet it seems to have forgotten to offer assistance or support to the very people that ensure that students have what they need to get to class - the equipment, the libraries, the facilities, the infrastructure - the very systems that make this university possible!

Signed:

Concordia University Library Employees' Union
Concordia University Union of Support Staff-Technical Sector
Concordia University Support Staff Union

Mobilization

With negotiations already in full swing that means we have a crack Mobilization team not far behind us offering support. The Mobilization Team, co-led by [Larissa Dutil](#) and [Kelly Routly](#), will need the membership to be visible and active to show the employer we mean business. If you'd like to know how you can be involved, email them or cussu@concordia.ca.



With solidarity, we can achieve our goals!

Having a Problem with UNITY?

We have learned recently that there is processes that have been put in place for employees to resolve issues related to the services HR renders.

It is important that employees follow this process in order to make sure that all queries are resolved as quickly and efficiently as possible.

Employees should first talk to their supervisor or Unity time administrator to evaluate if anything can be done at this level to resolve your issue.

If this first approach does not yield the expected results, there are various ways to get support for UNITY.

Book an online appointment with a service agent at the CommUNITY Support Centre using the Quick Access in-app support

Reaching out to a CommUNITY super user

Or calling the UNITY Call Centre to speak with a HR, Finance, or IT specialist

Or if necessary filling out a service request form (various HR inquiries).

If after following the processes that are in place, and your problem is still not resolved after a month, please email [CUSSU](#) with your complaint.



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 massacred and ten injured in the name of “fighting feminism”.

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, 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 and domestic violence which is a social problem that is a part of **historical relationships of inequality between men and women**. 80% of domestic violence cases reported to the police are mostly by women, living in an intimate and emotional situation. Thus, we find a **relationship of domination** in which the aggressor establishes and maintains control over his victim while ensuring that she does not leave him.

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 % said they did not seek help because their partner was always around. Violence against women can also be social, economic, psychological and political.

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

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

[The National Day of Remembrance and Action on Violence Against Women—Women and Gender Equality Canada](#)

<https://spvm.qc.ca/en/Fiches/Details/Domestic-and-Intrafamily-Violence>

<https://maisons-femmes.qc.ca/violence-conjugale/>

<https://canadianwomen.org/the-facts/gender-based-violence/>



Thank you to all those who took the time to fill out our recent poll for the selection of a date for the Holiday Party. We read all your feedback and will try to heed your valued input as much as possible in planning this and future years' events.

The date of ❄️Friday, December 15th, 2023❄️ was the most popular date by far (and as it happens, we held last year's celebration on the same day!) - [so please follow this link to RSVP](#). We'd love to know if you're coming or not, so kindly take the time to let us know. *Deadline to RSVP is Tuesday, December 5th.*

We've made a few changes based on your feedback, like accommodating for travel time for members coming from Loyola and having lots of **prizes** to hand out that are no longer attendance mandatory!

CUSSU Compensation Committee Update

The Committee has now received many of the completed questionnaires from key areas selected to be benchmark participants. In some cases, however, there are still other questionnaires that remain outstanding. If you work in a unit that has yet to submit your forms, it is not too late! Inform your manager that the Committee will continue to do this work throughout 2024 and late submissions are welcome.

Of the questionnaires received, the joint committee now has the task of going through the questionnaires and comparing the information given with how the union ranked the position against the employer's ranking. This comparison then generates discussion on both sides about what we ranked differently (or the same) and what features of the questions we see as working (or not working.) As you can imagine, this is heavy work and we want to get it right, so the plan is for the committee to continue working throughout 2024, after a short break as one of the key members on the university's side will be taking a paternity leave of 5 weeks.





Yeah, you!

Are you passionate about bettering the plight of your fellow workers?

Have you ever wondered what being an active member of a union would be like?

Maybe you've felt helpless in the face of your employer and want to feel more empowered to enact change in that dynamic?

Or perhaps you just want to get to know more people within the Concordia Community in a collaborative environment?

CUSSU is actively looking for folks interested in joining the cause, so to speak, as we start preparations for our next Annual General Meeting (AGM) coming up in the Spring.

We currently have a vacant seat on council that could use filling immediately, but we will have elections at the AGM for positions on both council and executive, and we'd love to hear from people who might be interested in a more active role within our union. It's with people like you that the union is strong!

We have an important portfolio that will need particular attention at the AGM, the role of VP Grievance will be vacant. This is a crucial portfolio and we're putting out feelers now in hopes of there being a transition period of training with whomever will take up the mantle.

So, if you've ever thought of being a more active member of the union—meeting new people across the community, making a difference in people's work lives—now is the time to step up and join us!

We will be holding an info session where interested folks can meet current council members and executives to ask questions and get more information about what being on council entails and more specifically, a chance to meet with current VP Grievance to chat about the responsibilities that come with the role.

Don't be shy! Let us know you'd be interested in running for a position by emailing cussu@concordia.ca—we'll be so happy to hear from you.

CUSSU in the Kitchen

...’cause everyone wants a revolution, but no one wants to do the dishes!

CHILI CHILI BANG BANG!

Vegetarian Chili (Vegan even, without the toppings)

You will need (And feel free to be creative with the vegetables!):

Olive Oil

1 ¼ cups coarsely chopped onions

1 cup chopped sweet green pepper

1 cup chopped red pepper

¾ cup chopped celery

¾ cup chopped carrots

3 cloves garlic, minced

1 tablespoon chili powder

1 ½ cups quartered mushrooms

1 cup cubed zucchini

1 can (28 ounces) tomatoes, undrained, cut up

1 can (19 ounces) black beans, drained and rinsed

1 can (19 ounces) chickpeas, drained and rinsed

1 can (12 ounces) kernel corn, undrained

1 tablespoon ground cumin

1 ½ teaspoons dried oregano

1 ½ teaspoons dried basil

½ teaspoon cayenne pepper (adjust to taste)



Heat large saucepan on medium heat, adding olive oil. Add onions, green and red peppers, celery, carrots, garlic, and chili powder. Cook, stirring often, until vegetables are softened (about 6 minutes).

Add mushrooms and zucchini. Cook and stir for 4 more minutes. Add tomatoes, beans, chickpeas, corn (with liquid), cumin, oregano, basil, and cayenne pepper. Stir well. Bring to a boil. Reduce heat to medium-low. Cover and simmer for 20 minutes, stirring occasionally.

Makes A LOT (8 servings or more) – delicious with sour cream, cilantro and/or cheese as garnish; in a burrito or with nachos!

If you have a favourite recipe that you would like to share, please email it to cussu@concordia.ca

HOW TO REACH US

Address: 2130 Bishop St., Rm MI-303
Tel: 514-848-2424 ext. 8644
E-mail: CUSSU@concordia.ca
cussu.grievances@concordia.ca
President cell: 438-865-0756
VP Grievance cell: 438-869-5709

Executive Committee Members

Donna Fasciano—President
Jennifer Muir—VP General
Jennifer Srey—Interim VP Grievance
Bo Kim—Secretary
Vidya Khan—Treasurer
David Babcock—VP Health & Safety
Larissa Dutil—Interim VP Information
Christabell Moyo—VP Women's Issues

Calendar

November 28, 2023 — Fall Convocation

December 6, 2023 — The National Day of Remembrance
& Action on Violence Against Women

December 15, 2023 — CUSSU 2023 Holiday Event

University closure:

December 25, 2023 — January 5, 2024.

Have suggestions or Ideas for the newsletter?



Email us at cussu@concordia.ca

CUSSU Website: Please check
out our CUSSU website at
www.CUSSU.net.

CUSSU is also on [Facebook](#)



Join Us!

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. **Your union delegates:**

EV Building contacts Beata Tararuj ext. 3103	LB Building contacts Stuart O'Driscoll ext. 3483 Helene Medeiros ext. 2435 Aneil Mehta ext. 2653	MB Building contact Christabell Moyo ext. 2982 Larissa Dutil ext. 4750
FG Building contact Sheri Bernier ext. 2029	GM Building contact Michel Erkie ext. 4906 Donna Fasciano ext 2530	Loyola Campus contacts Vidya Khan ext. 3702 Karen Holder ext. 2223 Andrea Jakob ext. 2054 Jennifer Muir ext. 2080
FB Building contact Jose Medeiros ext. 2643 Sandra Woywod-Page ext. 2300 Jill Kinaschuck ext. 2310	Hall Building contacts Bo Kim ext. 7327 Jennifer Srey ext. 2051 Tom McGurk ext. 2050	
Annexes contacts David Babcock ext. 4141		

