

# November—Volume 16, Issue 4

## CUSSU Concordia University Support Staff Newsletter

### Note from the President:

Dear Members;

CUSSU is celebrating 35 years on December 12th, 2024. We (the Executives) therefore decided to have a 35th Anniversary Logo contest and welcomed all our CUSSU members to participate. We received quite a few logos which we then asked our membership to vote on, selecting the one they liked the most. **The winner of our contest is Alisa Makusheva.** She will be receiving a \$50.00 pre-paid Visa card. Congratulations Alisa!!

In celebrating our 35th year, the Holiday party will be held at Karina's Club Lounge, located at [1455, rue Crescent](#). It will be a 4-course sit-down meal, with music, dancing, door prizes, 1/2 and 1/2 raffle for Dans la Rue, and more.

In the new year, every CUSSU member will receive a travel mug with the new 35<sup>th</sup> anniversary logo which will be distributed to our members. A poll will be conducted with our membership to determine who would like to receive a travel mug.

Hope to see you at our 35th Celebration holiday party! Wishing you all a safe and healthy time off in December and see you in the new year!!

In solidarity,  
Donna Fasciano



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### Contributors to this issue

- Donna Fasciano
- Larissa Dutil
- Christabell Moyo
- Bo-Kyung Kim



## Changes to the Concordia Group Insurance Plan as of January 1, 2025

There will be some changes to the current Group Insurance Plan.

### **What's changing**

- A new health care spending account (HCSA) gives you more flexibility to obtain reimbursements for the care you need.
- Adjustments to health and dental plans to ensure affordability and sustainability, maintain financial security and offer more flexibility.

Additionally, the annual review of premium costs will be updated based on claims submitted in 2024.

### **What's not changing**

- Life (basic and optional), accidental death and dismemberment, disability insurance (sick leave, short-term and long-term disability plans) and telemedicine plan remain unchanged.

[Learn more about the changes taking effect January 1.](#)

### **Information sessions**

The Human Resources team and a representative from Sun Life will be available to discuss these upcoming changes in detail and demonstrate how to use the new HCSA. Register for a session to get answers to your questions.



#### **Attend a session in English on Zoom**

- [Tuesday, December 3: 1-2 p.m.](#)

#### **Attend a session in French on Zoom**

- [Tuesday, December 3: 10-11 a.m.](#)

We encourage all our members to attend these information sessions and ask your questions. Some of the changes include the annual HCSA allowance, removal of annual deductibles, new deductibles for prescription drugs, annual threshold per certificate\* will increase from \$2,000 to \$3,000, other changes as well. For dental; removal of the deductible; cleaning will be 9 months instead of 6 months recall, and other changes. To get the complete changes go click on the link “learn more about the changes taking effect January 1”.

## National Day of Remembrance and Action on Violence Against Women — Christabell Moyo

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. On this day 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 Laganiere, 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 LGBTQ/LGBTQ2+/LGBTQQIAA, 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 is a social problem that is part of historical relationships of inequality between men and women. In 80% of cases reported to the police, the victims are women, and domestic violence occurs in a couple where both partners have an intimate and emotional relationship, and it can continue after separation. Thus, we find a relationship of domination in which the aggressor establishes and maintains his control over his victim while ensuring that she does not leave him.

In a Québec Survey on Intimate Partner Violence, published December 13, 2023 – Approximately 40% of Quebec women aged 18 and over who have been in an intimate or romantic relationship have experienced at least one act of intimate partner violence in their lifetime, which represents about 1,329,500 women.

We all have a role to play. You can “become an ally by listening, believing, educating yourself and others, speaking out, intervening and acting”

### **References:**

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

## National Day of Remembrance and Action on Violence Against Women — Continued

<https://www.canada.ca/en/women-gender-equality/gender-based-violence/intimate-partner-violence.html>

<https://statistique.quebec.ca/en/communiqué/violence-partenaires-intimes-femmes-principales-victimes-subissent-actes-consequences-graves>

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

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

## Season of Giving



Join your fellow CUSSU members as we celebrate our 35th Anniversary with a special Holiday Party at [Karina's Club Lounge](#) on Thursday, December 12th, 2024 (5-8pm).

There will be raffles, door prizes, music and quite possibly dancing and singing!

And as it is the Season of Giving, we'll be hosting our 1/2 and 1/2 Raffle benefitting **Dans la rue**. So remember to bring some cash money to the event to participate / donate!

Founded by Father Emmett Johns "Pops" in 1988, **Dans la rue** helps homeless and at-risk youth.

With dedication, empathy and respect, and with the support of the community, **Dans la rue** cares for their immediate needs and helps them acquire the skills and resources needed to lead more autonomous and rewarding lives.

Can't make it to the party, but want to donate? [Do so here!](#)



## CUSSU in the Kitchen

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

### Light Fruit Cookies (submitted by Larissa Dutil)



#### INGREDIENTS

1/2 cup soft butter  
1/2 cup soft margarine  
1/2 cup brown sugar  
1/2 cup white sugar  
1 tsp. vanilla  
1 egg  
1 cup flour  
1/2 tsp. baking soda  
1/2 tsp. salt  
1/2 cup chocolate chips\*  
1/2 cup maraschino cherries (cut into small pieces)  
2 cups rolled oats

\*can substitute chocolate chips for raisins

#### INSTRUCTIONS -

Pre-heat oven to 325 degrees

In large bowl, cream butter and margarine together.  
Add sugar and vanilla, mixing well.

In separate bowl, beat egg, then add to butter mixture.

Add flour, baking soda and salt gradually, mixing well.

Cut maraschino cherries into halves or quarters using scissors, add to the mixture, along with chocolate chips (or raisins if you prefer!). Mix until evenly distributed.

Add rolled oats, mixing well.

Place by spoonful on greased cookie sheets. Bake 10-12 minutes.

Enjoy!

## HOW TO REACH US

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President cell: 438-865-0756

### Executive Committee Members

Donna Fasciano - President

Jennifer Muir - VP General

David Babcock - VP Grievance

Bo-Kyung Kim - Secretary

Vidya Khan - Treasurer

Faith Howard - VP Health & Safety

Larissa Dutil - VP Information

Christabell Moyo - VP Women's Issues

## Calendar

**Friday, December 6th, 2024:** CUSSU Coffee Break commemorating the National Day of Remembrance and Action on Violence Against Women.

**Thursday, December 12th, 2024:** CUSSU's 35th Anniversary Holiday Party @ Karina Club Lounge.

**Tuesday, December 24th, 2024—Sunday, January 5th, 2025:** University closed (inclusively).

**Monday, January 13th, 2025:** Winter 2025 semester begins.

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 at

[www.CUSSU.net](http://www.CUSSU.net)

Did you know CUSSU has a [Facebook Page?](#)



## 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 and CUSSU newsletter. **Newsletters are usually published four times per year**, and are sent to all members as a benefit of our membership.

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.

The Executive seeks to support and assist you, our members, by keeping you informed of any new developments in the University. **Your union delegates:**

<b>EV Building contacts</b> Gabiella Pedicelli ext. 4566	<b>LB Building contacts</b> Stuart O'Driscoll ext. 3483 Helene Medeiros ext. 2435 Aneil Mehta ext. 2653	<b>MB Building contact</b> Christabell Moyo ext. 2982 Larissa Dutil ext. 4750
<b>FG Building contact</b> Sheri Bernier ext. 2029	<b>GM Building contact</b> Michel Erkie ext. 4906 Donna Fasciano ext. 2530	<b>Loyola Campus contacts</b> Vidya Khan ext. 3702 Karen Holder ext. 2223 Jennifer Muir ext. 2080 Daniel Amico ext. 4239 Amanda Rosen ext. 2222
<b>FB Building contact</b> Jose Medeiros ext. 2643 Sandra Woywood-Page ext. 2300 Jill Kinaschuck ext. 2310	<b>Hall Building contacts</b> Bo-Kyung Kim ext. 7327 Jenn Srey ext. 2051 Faith Howard ext. 8565	
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