



## CUSSU NEWSLETTER

### Volume 9, Issue 4

### November 2017

#### 5 STEPS TO MAKE A RETIREMENT ANNOUNCEMENT

The 5 steps to make a retirement announcement, a nice article to read from Forbes magazine. Click on the link below:

<https://www.forbes.com/sites/nextavenue/2015/03/23/the-5-steps-to-make-a-retirement-announcement/#548ef162577d>



#### CUSSU WEBSITE

This is just a reminder that CUSSU now has a new website.

[WWW.CUSSU.NET](http://WWW.CUSSU.NET)

If there is any information you would like to see on the website please let Executive know. We are open to suggestions



#### NEWS FROM COUNCIL BY ARLENE ZIMMERMAN

We had a General Assembly on November 1, 2017. The Memorandum of Agreement and Pay Equity Letter of Agreement were ratified by the members at this meeting.

A Time Sheet Project has been in the works. The Council members who are working on this are looking at employees who have been on time sheet for 5 years or more and who work 35 hours a week.

The Employee Assistance Program (Homewood Health) representative presented the quarterly report which showed the EAP utilization rate had risen from the last quarter. The #1 cause being for anxiety followed by stress and relationship issues—76 staff cases in total.

There was an Electoral College on August 29, 2017 for nominations for 1 member to serve on the Administrative and Support Staff Tribunal and for nominations for 1 member of the Pension Committee and Benefits Committee.

Our CUSSU Executive members went for a 2 day training session at the CSN which was led by our CSN Representative Mr. Guillaume Forest-Allard. Executive reported that they found this training session very helpful.

The CUSSU Facebook page and website are being well used by members.

Many people RSVP'd to the CUSSU Summer BBQ but did not show up. Council and Executive may try a different venue and caterer for next year's Summer BBQ.



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**APPLYING FOR A CUSSU POSITION?**

There have been a number of job postings for CUSSU positions at Concordia and the Union would appreciate it if members would let us know when you apply for a position and/or by giving HR permission to advise us. Rest assured the Union Executive will keep your application in confidence. We ask you to do this as we need to look at the number of external hires that are being employed in positions that perhaps should be going to our members with the most seniority who meet the qualifications for the position. Please help us protect those jobs that should rightfully go to our members who deserve to move forward.



**Shut the  
Lunch Room  
Door!**

**BY LAUREL LEDUC**

Management has started a trend of offering to buy lunch for their employees during which they are having a departmental meeting. This meeting is being held during your “unpaid meal period”. (Article 22 (22.04). This is your personal time, not university time. If you look at the cost of a slice of pizza and a soda does the value add up to your hourly wage? We don’t think so.

If management wants to hold a departmental meeting please do so during working hours. If not, then the employer is obliged to return the lunch period in salary or time owing.

**UPCOMING EVENTS**

**Wednesday, December 6, 2017**

National Day of Remembrance  
and Action on Violence Against  
Women CUSSU Coffee Break

Please join us during your morning break

Loyola: CJ Atrium

SGW: LB Atrium

10:00am—11:00am

**Wednesday, December 13, 2017**

**CUSSU HOLIDAY PARTY**

Please join us from 5:00pm—  
8:00pm at Sir Winston Churchill  
Pub





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#### CUSSU HAS A FACEBOOK PAGE

If you are on Facebook and would like to join the group please search CUSSU—Concordia University Support Staff Union. If you do not have Facebook do not worry as all important information will still be sent by email or internal mail.



#### CUSSU EXECUTIVE

- President: Donna Fasciano
- V.P. General: Derek Page
- Secretary: Filomena De Gennaro
- V.P. Grievance: Laurel Leduc
- V.P. Health & Safety: Karl Stamp
- Interim Treasurer: Vidya Khan
- V.P. Information: Jennifer Muir
- V.P. Women’s Issues: Vidya Khan

#### CSN Representative

Guillaume Forest-Allard



#### GRIEVANCES TO DATE FOR 2017 BY LAUREL LEDUC

Statistics for CUSSU Grievances 2017. To date we have filed 39 grievances on behalf of our members. The Grievance and Labour Relations Committees are working diligently on your behalf.

ARTICLE	DESCRIPTION	TOTAL
1 & 38	Pay Equity	1
5 & 6	Harassment	1
11	Released During Trial Period	1
15 & 18	Job Posting—Subcontracting	2
15 & 38	Job Posting—Movement of Personnel—Classification & Wages	16
19 & 38	Disciplinary Measures	8
27	Black Out Periods	2
29	Unpaid Leave	2
39	Salary Insurance	1
	Closed/Withdrawn	5
		39





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#### **THE NATIONAL DAY OF REMEMBRANCE AND ACTION ON VIOLENCE AGAINST WOMEN**

**BY VIDYA KHAN**

Women: mothers, sisters, daughters, partners, nieces, grandmothers, grand-daughters, mothers-in-law, friends and colleagues. Unfortunately, violence in its many forms is a daily reality that affects one third of women globally.

Violence: the most common forms include physical, sexual violence (including sexual assault), sexual harassment, harassment (another name for bullying), emotional / psychological and even murder. Survivors of violence suffer physical, mental, and or emotional health problems throughout their lives. The reason; social and economic inequality.

Why should one half of society be treated differently simply because of their appearance?



Image copied from: <http://greenwatchbd.com/international-day-for-the-elimination-of-violence-against-women/>

#### **History of a global domestic violence movement White Ribbon.**

In 1991, a group of men in Toronto decided to speak out and work to stop men's violence against women. They initiated a male-led movement known as (White Ribbon Day) held between November 25 and December 6. It is now an international effort in over 57 countries, of men and boys working to end violence against women.

(<https://www.whiteribbon.org.au/about/history>)

What can we do? Raise awareness, be supportive, listen and encourage the victim to speak out, by reporting and to seek help. Refuse to condone or support abuse whether physical or verbal. We are all capable of change; it all begins with civility and respect.

Because a life free of violence is a basic human right.

All CUSSU members are invited to pause, wear the white ribbon and join the rest of Canada to consider means of action to eradicate violence against Women in society.

#### **HOW TO REACH US**

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**Contact us**

