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**CUSSU
SESUC**

CUSSU– Concordia University Support Staff Newsletter

CUSSU – Executive, Council, & Audit Committee

Executive Committee

President – Donna Fasciano
Treasurer – Vidya Khan
Interim VP General – Derek Page
Secretary – Bo-Kyung Kim
VP Grievance – Jennifer Srey
VP Information – David Babcock
VP Women's Issues – Filomena De Genaro
VP Health & Safety – Faith Longe-Howard

Audit Committee

Valerie Bolduc
Tony Sidiras
Irina Castillo

Did You Know

It is almost time, the Tax Man Cometh as the saying goes. You can still access your Health, Dental and Vision claim summary for 2018 by logging on to the Desjardins website. Also do not forget the claims with our present provider Sun life.

Because saving money, is a good thing!

Union Council

Helene Medeiros
Arlene Zimmerman
Stuart O'Driscoll
Janet Corrigan
Christabell Moyo
Sheri Bernier
Jose Medeiros
Sarah Loubiri
Katie Malazdrewicz

Inside this issue

Bullying in theWork-
place2

Negotiation Update..2

Retirement Planning.3

News from Council.....3

International Women's
Day.....4

Contributors to this Is- sue:

- David Babcock
- Vidya Khan
- Donna Fasciano



Bullying in the Workplace



Bullying usually involves repeated incidents or a pattern of behaviors intended to intimidate, offend, degrade or humiliate a person or group of people. Also described as the assertion of power through aggression but also can include actions both subtle and obvious.

Some examples include:

Spreading malicious rumours, gossip or innuendo, intimidation, yelling, screaming or using profanity, stealing credit for ideas or work, undermining or deliberately impeding a person's work, criticizing a person persistently or constantly, blocking applications for training, leave or promotion and assigning unreasonable duties or workload to create unnecessary pressure, to name a few.

Who are bullies? Bullies can be managers, supervisors or co-workers.

Why? People bully to sideline someone they feel is a threat, further their own agenda at the expense of others, deny responsibility for their own behavior and mask their own lack of confidence and low self-esteem.

Victims of bullying are usually capable and dedicated persons: 80% are women.

If you think you are being bullied, discriminated against or victimized in any form, **FIRMLY** tell the person that his or her behavior is not acceptable and ask them to stop. You can ask a union member to be with you when you approach the person. Keep a record of dates, times, witnesses and outcomes of the events. Since bullying thrives where others think it is none of their business, offer the victim your support and encourage him or her to take action.

Do not allow a workplace bully to threaten your health or career

Visit the **Canadian Centre for Occupational Health and Safety** website for more information.

Negotiation Up-Date

CUSSU had 2 meetings with the university since last year. There will be another meeting with the university on March 15th, an update will be sent to everyone.

Stay tuned!



Articles of Interest In Our Collective Agreement



Article 37 – Group Insurance and Pension Plan:

37.01 Employees covered by this collective agreement are eligible for the University benefits program, in accordance with the conditions stipulated therein are entitled, in particular, to participate in the following plans:

- a) employee pension plan;
- b) health insurance;
- c) dental care insurance (effective January 1st, 2014);
- d) vision care insurance (effective January 1st, 2014);
- e) long term disability insurance;
- f) basic life insurance;
- g) accidental death and dismemberment insurance;

h) optional life insurance;

- i) optional dependent life insurance;
- j) group RRSP.

However, part-time permanent employees are entitled to long-term disability insurance, as stipulated in articles 36 and 37, only if they work 21 hours or more per week.

37.02 Retiree benefits

- a) Continued participation in the Concordia University Health Plan;
- b) Library privileges;
- c) Tuition waiver, as

37.03 Normal retirement

- a) An employee is eligible for her/his full University pension as of the first of the month, which coincides with or follows her/his sixty-fifth (65th) birthday.

37.04 Early retirement

- a) An employee aged fifty-five (55) or more is eligible to take early retirement as of the first of the month, which coincides with or follows her/his birthday, subject to a notice of at least three (3) months to her/his immediate supervisor and the Human resource department.

News from Council

Our Holiday Party was held on December 7th, 2018 at McKibbins, a good time was had by all, with a new venue and menu. We thank our colleague Karl Stamp for his hard work organizing this event. The donation collected from ticket sales—half and half was won by Stuart O'Driscoll and the other half in the amount of \$ 154.50 donated to Dans La Rue. We also donated \$100.00 each to the SPCA, The Elizabeth House Foundation, Chez Doris and The Old Brewery Mission.

Do you know the union delegate for your area?

The geographical structure is now on the CUSSU website: www.cussu.net

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
Website:
www.cussu.net

Calendar

MARCH

International Women's Day - March 8, 2019

Time: 11:30 am — 2:30 pm

Place: SGW Campus — EV 2.260

Loyola Campus — CJ
Atrium



Have suggestions or ideas
for the newsletter?

Email us at
cussu@concordia.ca



**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.**

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. This email address is protected from spam-bots. 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.org web page. We encourage our members to visit the CUSSU website when each new issue of the newsletter is posted.

