August 2026—Volume 18, Issue 3

CUSSU Concordia University Support Staff Newsletter

Note from the President:

Dear members,

It is with a heavy heart that I am announcing my retirement from the University and as your CUSSU President on December 1, 2026. I have served as your President since the General Assembly - February 23, 2017, when I was first nominated and accepted the position. I am proud to have been nominated for each mandate - (2 year terms) - serving as your President for nine (9) consecutive years in total.

I have signed two (2) collective agreements during my mandate as President.



Signed on December 10, 2019 – Missing from photo – Filomena de Gennaro representing CUSSU Negotiation Team

Signed on March 6, 2025 – missing from photo – Jennifer Muir representing CUSSU Negotiation Team



I will be conducting a gradual transition in September by assisting our CUSSU VP General, David Babcock, who will be the Interim President until the next General Assembly in 2027.
Working alongside such talented Executive, Council and CUSSU members has been a very rewarding experience. I have learned a great deal during my mandate as President and other Executive positions in the past years and I am incredibly grateful for the collaboration, camaraderie, and memories which I will always cherish. This would have not been possible to achieve without your support and everyone working together through both challenging and rewarding times.

Wishing you all lots of health, happiness and, most of all, great success with your upcoming negotiations with the University.

I bid you all farewell and au revoir, while I move on to the new chapter of my life!!!
I will always treasure the experiences and friendships shared here and hope our paths cross again at some time in the future.

In solidarity,

Donna Fasciano,
CUSSU President

35 YEARS OF SOLIDARITY SINCE 1989

CUSSU SESUC

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Contributors to this issue

- Donna Fasciano
- Larissa Dutil
- Rowan Somerville
- Hardial Rosner
- Jennifer Srey
- Bo-Kyung Kim

You ratified our Nego Project! Now what? A Note from your Nego Committee



SGA Vote, August 19, 2026

During our Special General Assembly, members voted unanimously to adopt the negotiation project for the renewal of our collective agreement. We want to thank everyone who came out to the SGA, as well as everyone who gave feedback over the past year in the preparation of the project. We are excited to represent what you need at the nego table, and to work towards bettering your working conditions.

Now that we have a Negotiation Project, we wanted to talk about what comes next. For the Nego Committee, having our project ratified means we can start sitting with the employer to discuss the Union's demands. In particular, the themes we isolated from membership feedback included:

- Strengthening our rights and protections (for example, limiting the employer's discretionary power in many situations)

- Improving work-life balance when it comes to time off and work schedules

- Framing the future of our work when it comes to hybrid work models, and protections against AI and organizational change

- Demanding salary increases in line with the Government Wage Policy +1%



What comes next in the process

Our next step is to meet with the employer to plan out the negotiation process. In the upcoming weeks, we will hold an introductory meeting to review negotiation protocol (general manners, structure, etc.), followed by a longer meeting to present our demands and, in turn, hear the employer's demands. From there, we will engage in a series of meetings on a bi-weekly basis.

You ratified our Nego Project! Now what? A Note from your Nego Committee (continued…)



What can you do!

While we do the work at the table, it is paramount to the success of our project that our wider membership participates in mobilization activities. You are the bite to the bark — we can talk at the table, but it's the collective power of our wider membership making our presence known that shows the University it must take our demands seriously. Keep an eye out for updates from our Mobilization Committee, as there will be a series of activities organized throughout the negotiation process, both with CUSSU and with other unions at the University.

Thank you for your trust in representing this project, and for fighting for better conditions for all of CUSSU!

Solidarity, Your Negotiations Committee

A Heartfelt Farewell to Donna Fasciano by Larissa Dutil

I first met Donna Fasciano in circumstances that weren't the best—as many of us have done, I reached out to my union when I was facing some rather nasty workplace woes. She listened empathetically to me and guided me to the capable hands of CUSSU's grievance committee (but that's a story for another time and place!). Since, in my five (5) years as part of council and then executive, Donna has been a generous, steady hand. She has shown herself to be there for countless CUSSU members in times of need and in times of uncertainty. So much thankless, behind the scenes work has been thrust upon her shoulders, and throughout, she has always shown herself to be warm and willing to make time for others.



Donna Fasciano & Bo-Kyung Kim

Donna - I know it's a super cliché, but you really do leave some awfully big shoes to fill for David, our Interim President, and whomever takes up the mantle of President in the future. You leave with a wealth of knowledge that is, just like you, simply is irreplaceable.

I know I don't only speak for myself here, when I say, from the bottom of my heart, Thank You. Your work and dedication never went unnoticed nor unappreciated, and I hope that is something that you will be proud of as you segway into your life outside of CUSSU.

Hello from your newly relaunched Outreach Committee! by Hardial Rosner

We have had a great time getting to know CUSSU members across both campuses at several recent Outreach events. In July, we invited newly hired CUSSU members to a Pizza Party, and we hosted three brown bag lunches on both campuses in advance of the August 19th Special General Assembly.



We are looking forward to organizing even more opportunities to meet with members at events or in your area to talk about your rights, your concerns, and all the news around campus. We will soon be launching targeted Outreach for units and departments that may not know how CUSSU can help with their unique concerns – if your team is one that could benefit from this, we want to hear from you!

Coming up, Outreach will also be helping you connect with the work of our Mobilization committee as we all work to support our Negotiations.

Together, We Get the Contract We Deserve!

As our Nego Update highlights CUSSU's negotiations have really begun, because on August 19th our membership voted unanimously for the Negotiation Project that our team presented! This means that it's time to mobilize behind our negotiating team to show the employer how much we support them!

How do we do this, you ask?

In the coming weeks and months, there will be solidarity actions that you can participate in, and every action matters. Are you taking your breaks every day? Your lunch? Are you only working the 7-hours-a-day for which you are paid? And only working overtime if your manager authorizes it? Do you read your Collective Agreement so that you know when Articles aren't being followed by managers? And do you reach out to your Union for help? Do you go to union events?

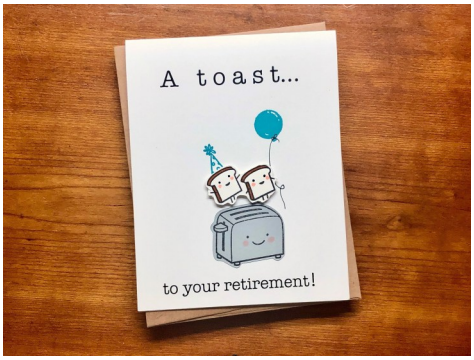
In addition to visibility and rallying events, we will be creating more opportunities for you to meet your CUSSU representatives and talk about everything that is most important to you. We are also planning to host unit- and area-specific events to reach CUSSU colleagues where you are and hear about your teams' particular issues. If we need to meet your unit, please reach out! We would love to work with you to organize a meet-up that fits your teams' schedule and needs.

If you would like to connect with Outreach or join Mobilization please contact jennifer.srey@concordia.ca or your local rep! **Together, we are stronger!**

Has your office or unit been affected by the VRP? by Jennifer Srey

Has your office or unit been affected by the VRP?

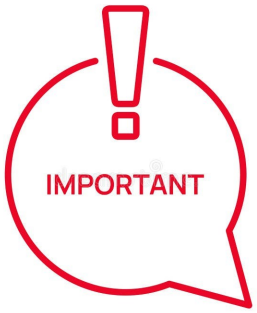
(Also known as… What happened to those tasks?)



In June we waved goodbye to many friends and workmates, after they decided to take the Voluntary Retirement Package (VRP), and venture off into life beyond working at Concordia. It was a joyous moment for them, and we are happy for them…. But at the same time… What happened to their tasks?

In some cases, some jobs have been posted, in others, outside time sheet workers have been hired to "fill the gap" until the jobs can be posted, but in many cases, their positions are being declared "closed" (aka abolished) and the tasks are being divided up and assigned to other coworkers or added in to already existing job profiles. This is being done without the workers' or Union's consent and without adhering to the CUSSU Collective Agreement!





It is important that we know about every case where the tasks are being reassigned, whether it be to a timesheet person or to another individual. It is only through multiple examples that we can build a comprehensive file to show that the employer is not respecting our Collective Agreement!

We need to hear from you! If you know about tasks that have been reassigned or have had tasks reassigned to you, please reach out to us at cussu@concordia.ca

CUSSU in the Kitchen

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

Chickpea & Halloumi Sheet Pan with Sumac Yogurt
Submitted by Larissa Dutil



INGREDIENTS:

- 1 block (200g) halloumi cheese, cubed
- 1 medium sweet potato, cubed
- 1 red bell pepper, cubed
- 1 red onion, chopped
- 1 can chickpeas, drained & rinsed (540ml)
- 3 tbsp olive oil
- 1 tbsp honey
- 2 garlic cloves, minced
- 2 tsp ground cumin
- 2 tsp ground coriander
- 2tsp paprika
- 1/4 tsp ground cinnamon
- 1/4 tsp ground ginger
- 1/4 tsp ground turmeric
- 3/4 tsp salt
- Fresh cilantro, for garnish

- Preheat the oven to 425°F. Line a baking sheet with parchment paper.

- On the prepared sheet, combine the halloumi, sweet potato, bell pepper, onion, chickpeas, olive oil, honey, minced garlic, cumin, coriander, paprika, cinnamon, ginger, turmeric, and salt. Toss everything well with your hands and spread it out evenly on the baking sheet.

- Bake for 30-35 minutes, stirring halfway through, until the halloumi is softened and the vegetables are cooked through.

- Meanwhile, in a bowl, mix 1 cup of Greek yogurt with the juice and zest of 1/2 a lemon, add 1 clove minced garlic, 1 tsp sumac, and 1/4 tsp salt. Stir well and set aside.

Serve the chickpea and halloumi mixture with fresh cilantro, the sumac yogurt, and your choice of naan, pita, rice, or couscous.

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**

Executive Committee Members
Donna Fasciano - President
Rowan Somerville - VP Grievance
David Babcock - VP General
Bo-Kyung Kim - Secretary
Vidya Khan - Treasurer
Faith Howard - VP Health & Safety
Larissa Dutil - VP Information
Christabell Moyo - VP Women's Issues

Calendar

- **Monday, September 7, 2026**: Labour Day — University Closed
- **Monday, September 7, 2026**: CSN's Foire populaire de la rentrée (Parc Lalancette, métro Joliette)
- **October 12 - 16, 2026**: Fall Reading Week
- **Monday, October 12, 2026**: Thanksgiving Monday — University Closed

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

Did you know CUSSU has a Facebook

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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 is 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.** 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**:

EV Building contacts Gabriella Pedicelli Anastasia Rebelos Khoba Sysavane **FG Building contact** Sheri Bernier **FB Building contact** Jose Medeiros Faith Howard Donna Fasciano **Annexes contacts** David Babcock	**LB Building contacts** Aneil Mehta Larissa Dutil Karen Ounsworth **GM Building contact** Michel Erkic Hardial Rosner Rowan Somerville **Hall Building contacts** Bo-Kyung Kim Jenn Srey Kelly Routly	**MB Building contact** Christabell Moyo Jessica Rozon **Loyola Campus contacts** Vidya Khan Karen Holder Daniel Amico