

May 2023—Volume 15, Issue 1

CUSSU Concordia University Support Staff Newsletter

Note from the President

At our last General Assembly on April 27th, I was re-elected as your President and I will continue to represent you as best as I can.

As you know **summer hours** will begin on **June 9, 2023** and will continue through until **August 11, 2023 inclusively**. Please save **June 9th** for our **CUSSU Summer BBQ**. More information to come shortly.

You can also find the **link for the FAQs** on Vacation, Summer hours, and Time off here: <https://hub.concordia.ca/carrefour/services/hr/faq/vacation-summer-hours.html>.

Update about 'My Time' in Unity

June 1st is quickly approaching, faster than we think! It is important to verify that all of your vacation entitlements are accurate *before* the system software loads the new vacation entitlements. Then, on June 1st, you should verify again that your time is appearing correctly. Check to make sure that your Family Obligation time (14 hrs); Personal time (28 hrs); Time in Lieu (if you had any OT); vacation hours (what you are entitled to as of June 1st, remember to convert the days into hours), and Vacation Carryover (what you carried over from 2022-2023) is accurate. If you find any discrepancy, please inform your supervisor.

I hope and encourage you all to take time off this summer, to relax and disconnect from your work and enjoy your time off with family and friends. Hope to see you soon at our next event!

In solidarity,
Donna Fasciano
CUSSU, President



CUSSU SESUC

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Contributors to this issue

- Donna Fasciano
- Jennifer Srey
- Larissa Dutil
- Daniela Ferrer

General Assembly—April 27, 2023—Nomination results

Executive Members

President: [Donna Fasciano](#)

VP. Health & Safety: [David Babcock](#)

Secretary: [Bo Kim](#)

VP. Women's Issues: [Christabell Moyo](#)

Council Members

[Jose Medeiros](#)

[Larissa Dutil](#)

[Sheri Bernier](#)

[Sarah Loubiri](#)

[Sandra Woywod-Page](#)

[Emelie Lozier](#)

[Aneil Mehta](#)

[Roslon Ollivierre](#) (has since resigned due to work conflict)



Audit Committee Member

[Leonie Morris](#)

Update on our Negotiations GA



A big thank you to everyone that came out in person on February 7, 2023 to vote on our negotiation proposal plan. It was a great meeting and it was lovely to see so many people face-to-face!

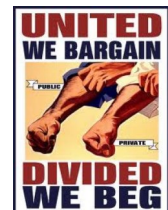
While it is not good strategy to put in writing all the things that we are asking for, we can tell you that we are looking to get pay increases, as well as top-ups to many of our secondary benefits as essential workers at this university! We have asked the employer for dates to start meeting with our team, and just recently the date of May 18th was agreed upon.



Mobilization

With negotiations beginning, we want to hear from you if you are interested in joining the mobilization team. If you're interested, please email cussu@concordia.ca.

With solidarity we can achieve our goals!





Scheduled Events—Brown Bag Lunches

Every month you have an opportunity to meet your Union reps on your lunch hour on both campuses, in-person and on zoom. Please refer back to the original flyer and come out and meet us!

CUSSU Compensation Committee Update

In January 2023, all CUSSU members received an email from the CUSSU Compensation Committee (CCC), reminding everyone about the agreement between the University and CUSSU and the Letter of agreement #6 in CUSSU’s current Collective Agreement, and to let everyone know that we are now ready to move forward with the pilot exercise.

On Wednesday of last week, those selected to be a part of the pilot exercise were contacted to chose one of two training sessions, that will happen on May 23rd and May 25th with their supervisors.

If you did not receive an email this time around, don’t worry. This exercise is only a first step. Once the Committee reviews the information gathered from this round, if we agree that the tool works, all CUSSU positions will get looked at. If however, we are not satisfied, we will continue to work, to make sure that we have a tool that is useful for all members, for years to come.

The positions chosen for this first round will use the new tool and review their answers with their supervisors and then submit them to the Committee for additional review. This project will be ongoing throughout the summer months.

We will continue to update you as the work progresses.



Sub-Committee for Constitutional Changes Formed

CUSSU’s constitution was adopted on July 10, 1991 and since then, there has only been one revision, which happened November 2, 2011. A Sub-committee has been formed, made up of 2 Union Council members and 2 Executive members, to go through the present CUSSU Constitution.

As per our constitution, when changes are being considered, notice to the membership must be given, which is why there was an agenda item to this effect on the Agenda of the Special General Assembly held Thursday, December 8, 2022 via zoom.

The sub-committee is still doing the important work of revising the Constitution. When a new document is ready, it will be presented to the Union Council members for approval. Once this new document is approved by Council, the Constitution will be presented to the membership at a Special General Assembly and the membership will be able to vote on the changes proposed.

CUSSU Supports Concordia Students and Withdraws from the Standing Committee on Sexual Misconduct and Sexual Violence (SMSV)

In October 2022, the Student Unions made the decision to boycott Concordia’s Standing Committee, which was created as a result of [Bill 151](#), which itself was an attempt by the government of Quebec to “prevent and fight sexual violence in higher education institutions.”

The law, under Chapter 2.7 of Bill 151, requires the University to have a standing committee that is “made up of students, officers and personnel members” and “that [members] and their respective associations and unions are consulted during the policy development or review process.” However the student leaders have argued that since its creation, the university has failed to give students a real voice at the table.

In December 2022, CUSSU President, Donna Fasciano, and VP-Information, Jennifer Srey, met with Lisa White, Executive Director of Equity and Diversity, and Chair of the Standing Committee, to try to engage the employer in terms that would see the students come back to the table. CUSSU was told that the door was open for the students to return, and yet at the next meeting of the SMSV in January 2023, Lisa White did not admit the student representatives to the zoom meeting, and had in fact, invited non-elected student participants to fill their seats on the committee instead.

CUSSU cannot support a committee that chooses to hold meetings with unelected representatives of the student population, giving the illusion of consultation, when in fact these ‘representatives’ were not chosen by the student body, and have no elected mandate. CUSSU can also not support meetings that give the illusion of compliance with the law, when in fact they are not.

Therefore, on March 8, 2023, CUSSU sent notice to Lisa White that it would withdraw its support from the committee and would no longer send a representative to sit on said committee until duly elected student representatives from the recognized student unions were welcomed back taking into consideration the demands made to make the committee more inclusive and representative as per the conditions of the law.

For more information about this issue, please see the following links:

- ⇒ <https://globalnews.ca/news/9178876/concordia-students-boycott-sexual-violence-committee/>
- ⇒ <https://www.cbc.ca/news/canada/montreal/concordia-sexual-violence-policy-conflicts-1.6607545>
- ⇒ <https://theconcordian.com/2023/01/boycott-of-concordias-sexual-misconduct-and-sexual-violence-committee-continues/>
- ⇒ <https://thelinknewspaper.ca/article/csu-upholds-sexual-violence-committee-boycott#:~:text=In%20October%202022%2C%20the%20CSU,Sexual%20Misconduct%20and%20Sexual%20Violence.>



CUSSU in the Kitchen

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

14-Carrot Soup

(Submitted by Larissa Dutil)

- 4 cups low-sodium, reduced-fat chicken broth
- 1 cup coarsely chopped onion
- 2 cloves garlic, minced
- 2 teaspoons grated ginger root
- 3 cups coarsely chopped carrots
- 1 teaspoon ground thyme
- 1/2 cup orange juice
- 1/2 cup buttermilk
- 3-4 drops hot pepper sauce
- 1/4 teaspoon black pepper
- 1 tablespoon chopped fresh parsley



Pour 1/2 cup of the chicken broth in a large saucepan. Add onions, garlic and ginger root. Cook over medium-high heat for 3 minutes.

Stir in remaining broth, carrots, thyme and orange juice. Bring to a boil. Reduce heat to medium-low. Cover and boil gently for 20 minutes, or until carrots are tender.

Working in batches, transfer soup to a blender and process until smooth. Return to saucepan. Reduce heat to low. Stir in buttermilk, hot pepper sauce and pepper. Do not let soup boil. Stir until heated through, about 2 minutes.

Ladle into serving bowls and sprinkle with chopped fresh parsley.

Makes 6 servings.



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

COMING SOON: CUSSU Census



FEEDBACK

As your executive team, our mission has always been to serve our membership to the best of our abilities, and in order to properly defend your interests we would like to know more about you!

To this end, CUSSU is developing its first “CUSSU Census”, a comprehensive survey that will ask our members general questions about themselves, that will inform the stances we will take in negotiations with the employer (both at the bargaining table and at Labour Relations.)

To encourage the participation, we will be offering a 50\$ gift card to one randomly selected member from those who successfully complete the survey in its entirety.

This survey will be anonymized, as we are hoping to gather information that we understand some might consider private (such as education level, family status, etc.), but we will be collecting emails to verify that all submissions are tied to a current CUSSU employee, and to contact the lucky winner about their prize! Stay tuned and we encourage everyone to participate and help us to defend what’s important to you!

VP Grievance at the 8th Rassemblement des Jeunes de la CSN

From April 4th to 6th, I had the happy privilege to attend a 3-day conference hosted by the CSN that gathered many of its youngest union representatives from all across the province. Over the course of my stay at the Manoir Delage with union peers, we got the chance to hear amazing presentations from guest speakers on topics like, the history of unionization in Quebec, an overview on the balance of power between workers and employers over the last several decades, as well as a forecast of what’s to come, and the fight for the 18\$ Minimum Wage, to name a few. We also participated in workshops to discuss in smaller groups, the issues facing our individual unions. While at this conference I witnessed a passion for unionism and collective bargaining in young people that was extremely heartening to see, and I hope to bring some of that passion back to Concordia with me, as I continue to serve CUSSU members as best I can. I also hope that I will inspire a new generation of union leaders to join me in this fight. If you would like to discuss some of the topics I mentioned in greater detail, you can find me at the CUSSU Brown Bag Lunches, where I will be happy to talk to anyone about my experience.

Daniela Ferrer, VP-Grievance



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
Daniela Ferrer- VP Grievance
Bo Kim - Secretary
Vidya Khan - Treasurer
David Babcock—VP Health & Safety
Jennifer Srey- VP Information
Christabell Moyo—VP Women's Issues

Calendar

May 18, 2023—Negotiations Begin

May 22, 2023—National Patriots' Day / Victoria Day

June 9, 2023—CUSSU Summer BBQ—Location (TBA)

June 23, 2023— Thursday, Summer Hours

June 24, 2023— St. Jean - University closed

June 29, 2023— Thursday, Summer Hours

June 30, 2023—Canada Day - 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.

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 Emelie Lozier ext. 4572 Sarah Loubiri ext. 2031	LB Building contacts Stuart O'Driscoll ext. 3483 Helene Medeiros ext. 2435 Aneil Mehta ext. 2653	MB Building contact Christabell Moyo ext. 2982 Donna Fasciano ext. 2530 Larissa Dutil ext. 4750
FG Building contact Sheri Bernier ext. 2029	GM Building contact Daniela Ferrer ext. 4986 Michel Erkie ext. 4906	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	
Annexes contacts David Babcock ext. 4141		

