

**April 2021**  
**Volume 13, Issue 1**

**CUSSU Concordia University**  
**Support Staff Newsletter**



**Note from the President**

Hello everyone,

I hope you are doing well during these hard circumstances. It is important to take time away from work for your mental wellness.

**Special General Assembly:**

I would also like to thank all our members who attended our first virtual Special General Assembly on February 17, 2021. Your participation and patience as we worked out the kinks was much appreciated! We will apply all of the lessons we learned to our upcoming General Assembly, and we hope to see you all again soon. The meeting was a great success and the vote on the motion was carried out. "We hereby accept the employer's offer to extend the current CUSSU Collective Agreement to May 31, 2023, with salary increases of 2.6% and 2.4%."

**Personal Time:**

Also, as of June 1st 2021 added personal hours–Collective Agreement–Letter of Agreement #10: 28 hours for personal time.

For more information on the Letter of Agreement #10, visit our website at [CUSSU.net](http://CUSSU.net).

**Vacation 2020/2021:**

On February 25th the University Administration invited the union leaders, (presidents) to an update information meeting. It was said that employees will not lose their vacation days, and that Concordia does not pay off vacations. Administration will be having information sessions with the managers regarding staff vacations, and asking them to tolerate more than what the collective agreement says, as long as the employee presents a 2 year plan to use up all their vacation days by May 31, 2023. As per our collective agreement we are allowed to carry 10 days with the permission of our supervisor.

Again, I hope all is going well. If there is anything we need to know, or that we can help you with, please email us at [cussu@concordia.ca](mailto:cussu@concordia.ca)

Best,

Donna Fasciano

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Contributors to this issue

- Donna Fasciano
- Daniela Ferrer
- Christabell Moyo

## Tax Time!

It's that time of the year again, are you ready? For your income taxes, you can go to [Sun Life website](#) and login to your account to access your health, dental and vision claim summary. The employer has until the end of February to send your Relevé 1 and T4. You can also access these forms in your MyConcordia Portal under employee services-tax slips 2020.

## Pay Harmonization – Deadline April 30, 2021

The university is changing their pay system from current to arrears. There were 3 information sessions to the Concordia community. The employees are offered several options to choose from. If you do not return the form, the university will use the following as a default option:

**Default Option:** Concordia will recover the transition pay when the employee leaves or retires from the University. This is the **default** option for employees if they do not inform the University that they elect to choose one of the following alternatives.

Complete the form and indicate your selected recovery option and return to Human Resources at: [HRSharedServices.payroll@concordia.ca](mailto:HRSharedServices.payroll@concordia.ca) by April 30, 2021.

### Optional Option not on form: Use vacation days

This option was not included in the email you received because it is not available to everyone. Meaning if you do not have enough days to exchange for this option.

At the information sessions and in the FAQ's it says that employees who have at least 10 days in their vacation banks to carry over, can indeed use these days for the recovery of the transition pay.

You would contact HR Shared Services who will provide you with a form that includes this option. You will also need to ensure that your manager confirms that you have the necessary vacation days and you will cc your manager on the request..

## Vacation Planning—Article 27

27.12 a) The employee who wishes to schedule her/his annual **vacation must inform her/his immediate supervisor of the chosen vacation period no later than May 1st of each year.**

b) The immediate supervisor plans vacation within his department according to the seniority of employees having indicated their chosen vacation period and service requirements. **This plan is posted on May 15th.**

c) The employee whose vacation period is not established prior to May 15th or who wishes to modify her/his vacation period may not choose a period already chosen by another employee regardless of seniority, unless service requirements so allow.

d) After May 15th, subject to the provisions of paragraph c), vacation is granted in the order in which the requests are made to the immediate supervisor. However, when more than one request is presented to the immediate supervisor on the same day and for the same dates, seniority will prevail when service requirements so allow.



## International Women's Day – COVID-19 Edition

As VP Women's Issues, Christabell Moyo attended **The Canada's Feminist Response and Recovery Summit** on March 8 and 9, 2021, where discussions were held on the gendered impacts of Covid-19, how COVID has disproportionately impacted minority groups (Black & other racialized women, LGBTQ2, women with disabilities, Indigenous women and immigrant women, women in rural and remote Canada, etc.), the role of feminist leaders and movements, the sustainability of the women's movement, women in the care economy, women in the economy in general, gender based violence, and actions for advancing gender equality.

Although people across the world have suffered job losses, food scarcity, and housing instability due to the impact of COVID-19, women have been disproportionately represented; for example, women make up 39 percent of global employment but account for 54 percent of overall job losses<sup>1</sup>. This is largely due to the imbalanced amount of work between men and women on unpaid care, domestic work, and childcare.

In order to recover from this pandemic in a feminist manner, we must take a real assessment of the job losses suffered by women, and make a place for them to return to the workforce. We must also invest in basic science, restructure public health to account for the disproportionate impact pandemics have on women, get women involved in the International Community, and challenge the powerful systems and injustices currently in place.

For further reading, please see the following resources:

[UN Policy Brief: The Impact of COVID-19 on Women](#)

[COVID-19 and gender equality: Countering the regressive effects](#)

[COVID-19 | Gendered Impacts of the Pandemic | How to Help](#)

### Contacting CUSSU

If you need to contact the CUSSU office for any reason please send an e-mail to [cussu@concordia.ca](mailto:cussu@concordia.ca). This is especially important when making notes regarding future collective agreements and grievances. It is far easier to categorize and archive e-mails which can quickly be recalled when needed for a meeting or negotiation.

1. <https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-countering-the-regressive-effects#>



Women on average spend

**4.1 hours/day**

on unpaid care and domestic work, compared to

**1.7 hours/day**

for men

## HOW TO REACH US

**Address:**  
**2130 Bishop St.,**  
**MI-303**

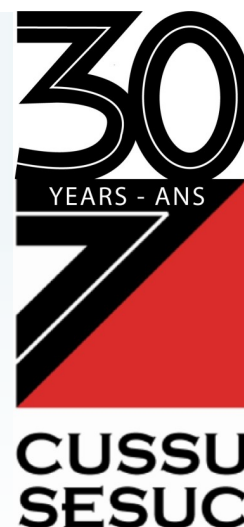
**Tel: 514-848-2424**  
**ext. 8644**

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**E-mail:**  
[CUSSU@concordia.ca](mailto:CUSSU@concordia.ca)  
**Website:**  
[www.cussu.net](http://www.cussu.net)

## Calendar

March 4–5, 2021	University Closed
March 19, 2021	Executive Meeting
March 26, 2021	Union Council Meeting
April 2, 2021	University Closed
April 5, 2021	University Closed
April 16, 2021	Executive meeting
April 21, 2021	General Assembly
April 22, 2021	Council meeting



**Have suggestions or ideas for the newsletter?**

**Email us at**  
[cussu@concordia.ca](mailto:cussu@concordia.ca)

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

[CUSSU Facebook](#)

We have 110 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](mailto: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. 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.net](http://www.cussu.net) web page. We encourage our members to visit the CUSSU website when each new issue of the newsletter is posted.