

September 2025—Volume 17, Issue 3

## CUSSU Concordia University Support Staff Newsletter

### Note from the President:

Dear Members:

I hope you had a wonderful summer, and you are all geared back to working hard.

Since our last newsletter there have been some changes in our Executive Team.

Our VP General - Jennifer Muir had the opportunity of leaving CUSSU and began a new adventure in the University as a CUPEU member.



The CUSSU Executive and Union Council extends our sincerest gratitude to Jennifer for her service over the past years.

Her position will remain vacant at the moment until the next Annual General Assembly in the spring.

I would also like to **remind our members** that when you **receive a medical note** from your doctor, it is **important to send** it right away to **Concordia HR - Medical absence** [medicalabsence@concordia.ca](mailto:medicalabsence@concordia.ca) and **not give** it to your supervisor. Your medical note may contain a medical diagnosis and it should be held confidential between HR and yourself. You will then **need to send** an **email** to your **supervisor stating** that you will be **away from work**, including the **start date** of the medical note and the **end date**. If you have a follow-up with your doctor and have more time off, send the note to HR-Medical absence and another email to your supervisor informing them of your absence from work. (start date and end date).

Have a great semester!

In solidarity,  
Donna Fasciano  
CUSSU, President



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### Contributors to this issue

- Donna Fasciano
- Vidya Khan
- Larissa Dutil

**Employee Assistance Program**

Are you feeling stressed, overwhelmed?

Perhaps you started a new job which is a bit challenging or retirement is on the horizon.

When life and work related circumstances become too much to find solutions on your own, the Employee Assistance Program is there to assist. This is a voluntary, bilingual and strictly confidential service by Homewood Health that provides counselling services to all employees and their immediate family members. Some of the services provided include: stress and anxiety, marital and relationship issues, family, personal and emotional issues, interpersonal conflicts, multicultural issues, work-related issues, violence and abuse, loss and bereavement (even the loss of a pet), harassment, substance abuse, life events and changes, financial stress and mental and psychological well-being concerns.



Counselling services are available by telephone, online and in-person 24/7.

1-800-663-1142 (in English) - 1-866-398-9505 (in French)

**International (call collect):** 604-689-1717 and **TTY:** 1-888-384-1152

Visit the [Homewood Health](#) website via Carrefour for frequently asked questions, more information and upcoming lunch time seminars. [EAP website](#).

***Because taking care of your health and well-being should always be priority!***

**Internal EAP Contacts:**

**CUSSU Representative**  
Vidya Khan  
L-SP-170-08

**Internal EAP Facilitator**  
Trudy Fournier - ext: 3667  
[eap@concordia.ca](mailto:eap@concordia.ca)

**Resource Personnel**  
Anne-Marie Lanctôt  
Campus Wellness - ext: 3569

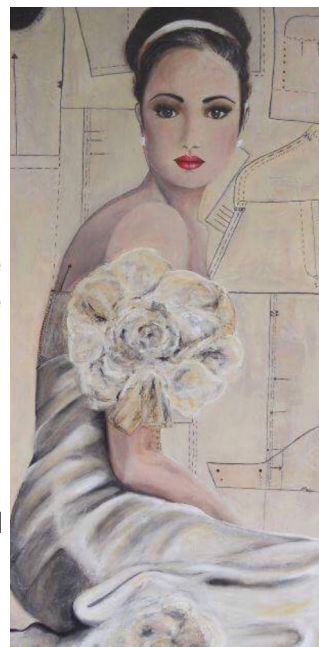
**Resource Personnel**  
Tania Lacroix  
Pension & Benefits  
S-FB-1130

## Who is Nicoletta Pasquino— CUSSU member & Artist— Donna Fasciano



For artist Nicoletta Pasquino, women's apparel has been a central concern from an early age, when she spent many hours together with her mother selecting patterns and making clothing. She and her sister combed through fashion magazines and designed dresses for Betty and Veronica, of Archie Comics fame, a passion that matured over time into a critical engagement with and perspective on the women's fashion industries—industries that today continue to wield an enormous influence over how women see themselves, their bodies and their lives.

Pasquino's current body of work, titled *Comme les femmes...*, is an homage to her mother and the long hours they spent together over patterns and fabric. The individual works are assemblages of drawing, acrylic painting, collage and fiber media on canvas.

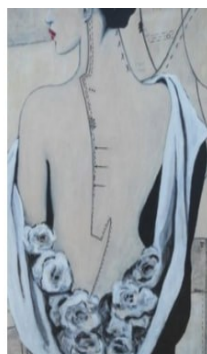
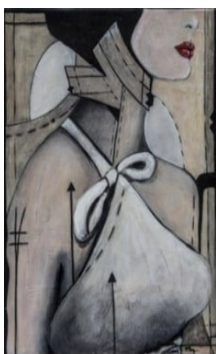


The female figures, or parts of them, central to her images are like models: forthright and disciplined in their nearness to conventional attributes of beauty. Perfect, statuesque, idealized, they exist in suspension amidst a matrix of measures and calibrations: garment patterns, sewing pins and needles, designers' marks. *Comme les femmes...* is a critique of the distorted impressions of femininity encountered in fashion magazines, yesterday and today.

She holds a diploma in Fashion Design and a baccalaureate in Fine Arts from Concordia University. She has been a CUSSU member for 17.5 years as well.

Article in the [Montreal Gazette](#)—March 20, 2018—Article on Nicoletta and the exhibition of her art work.

A few more of her art works below.



## CALLOUT FOR MEMBER PARTICIPATION - Larissa Dutil



Do you know a CUSSU member with an interesting story? A special talent to share?

We're looking to make it a recurring feature of our newsletter to spotlight CUSSU members with stories to tell. This could even be you! If you'd like to throw your name in for consideration, or a colleagues, reach out to [cussu@concordia.ca](mailto:cussu@concordia.ca).

Okay, maybe you might not feel comfortable sharing your talent or story — but what about a recipe? Surely you've noticed that in the past few years we've been featuring recipes in the newsletter. Perhaps you have a family favourite you'd care to share? It can be a recipe for meals, baked goods, cocktails (!) or even a recipe for a good time! Submit your recipe with a picture to accompany it by email.

In general, we'd love more input from our membership and to make our newsletters both informative and entertaining. Perhaps you've read a book you have some thoughts on and want to share that with us? Perhaps you've had an experience using one of our collective agreements articles and have a story to share about that experience (do's and don'ts, what you learned along the way...). Each and every one of us has something worth sharing, so please, don't be shy!

## CUSSU x SHUFFLE 2025

Have you signed up to take part in this year's **SHUFFLE**? It's not too late to take part — [registration is still open!](#)

This is the 36th annual Concordia Shuffle, raising funds for students of our community. Many have signed up to be part of a team or are flying solo. People make it an even more fun experience by making signs, bringing their kids or fur babies along for the journey. You can walk, you can run, heck, you can dance! The journey from SGW to the Loyola campus has never been more exciting than when part of the Shuffle.

**DID YOU KNOW?** CUSSU pledges to donate \$5.00 per active CUSSU member who participates in the Shuffle — a CUSSU tradition. This donation is part of CUSSU's annual charitable giving portfolio.

If you're not walking in the Shuffle this year, [you too can consider supporting a fellow colleague who is](#). Every little bit goes to supporting students, and who are we without our student community members?



For information about the Shuffle, email [shuffle@concordia.ca](mailto:shuffle@concordia.ca).

## Did you Hear - Voluntary Retirement Program (VRP) 2025 Being Offered—Donna Fasciano

I'm sure by now you may have seen the email that was sent to everyone on August 26, 2025, regarding the VRP that Concordia University will be offering. Participation in the VRP will be limited to: Administrative, management, professional, support, technical and trades staff ("Employees") who meet the eligibility requirements. There are 300 employees eligible at the university that can apply to participate and it is your decision to do so. This information was conveyed at the last Union Leaders Information Session on August 29th. Below are some eligibility requirements to participate in the VRP. For the complete Provision document and other details go to [Carrefour Voluntary Retirement Program | Carrefour - Concordia University](#).

### Eligibility and Accessibility:

#### **Age and years of service— As of February 28, 2026.**

- **15 (fifteen) years** of continuous service at Concordia in a permanent position, whether full-time, part-time, indeterminate term contract, or a fixed-term renewable contract, and must be at least **55 (fifty-five)** years of age.

OR

- **10 (ten) years** of continuous service at Concordia in a permanent position, whether full-time, part-time, indeterminate term contract, or a fixed term renewable contract, and must be at least **60 (sixty)** years of age.

\* Employees must be active at work on **November 7, 2025**, and receiving a salary or wages from Concordia on **November 7, 2025**.

\*\* If you have applied to the Early Retirement with Retirement Allowance—Article 37.05; Early Retirement—Article 37.04 or Normal Retirement—Article 37.03, and you are still an active employee (see above statement) you can rescind that participation and apply for the VRP.

### Departure Dates:

There will be 2 dates for departure: March 31, 2026, or November 30, 2026. Accepted participants to the **VRP**, (confirmation will be sent during the week of December 8th) will be required to sign a Transaction and Release (agreement) outlining the terms and conditions of the VRP. You will not seek or accept employment in any capacity whatsoever at Concordia during the **twelve-month** period following the Termination Date.

### Information Sessions:

There will be in-person and on Zoom information sessions for employees from September 22nd to October 24th. Further information including registration links will be posted on Carrefour.

### Method of Payment:

The VRP payment is payable in one lump sum or at the employee's request, or a maximum of two equal lump sum payments. For more details refer to the Provision Guide on Voluntary Retirement Program.

## CUSSU in the Kitchen

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

### Chocolate & Banana Cake Submitted by Donna Fasciano



**PREPARATION — 20 min**

**COOKING — 1 hr 15 min**

#### STEP 1

Heat oven to 160C/140C fan/gas 3. Grease and line a 2lb loaf tin with baking parchment (allow it to come 2cm above top of tin). Mix the sugar, flour, bicarb, cocoa and chocolate in a large bowl.

#### STEP 2

Mash the bananas in a bowl and stir in the whole egg plus 2 yolks, followed by the oil and milk. Beat the egg whites until stiff. Quickly stir the wet banana mixture into the dry ingredients, stir in a quarter of the egg whites to loosen the mixture, then gently fold in the rest. Gently scrape into the tin and bake for 1 hr 10-15 mins, or until a skewer inserted comes out clean.

#### STEP 3

Cool in the tin on a wire rack. To make the icing, melt the chocolate and soured cream together in a heatproof bowl over a pan of barely simmering water. Chill in the fridge until spreadable. Remove cake from tin, roughly swirl icing over and scatter with the banana chips.

#### INGREDIENTS:

- 100 ml sunflower oil (plus extra to grease)
- 175g caster sugar or white sugar
- 175g self-raising flour
- ½ tsp bicarbonate of soda
- 4 tbsp cocoa powder
- 100g chocolate chips or chunks
- 175g very ripe bananas
- 3 medium eggs
- 30ml milk

#### FOR THE TOPPING:

- 100g milk chocolate
- 100ml sour cream
- Handful dried banana chips (roughly chopped)



## HOW TO REACH US

Address: 2130 Bishop St., Rm MI-303

Tel: 514-848-2424 ext. 8644

E-mail: [CUSSU@concordia.ca](mailto:CUSSU@concordia.ca)

[cussu.grievances@concordia.ca](mailto:cussu.grievances@concordia.ca)

President cell: 438-865-0756

### Executive Committee Members

Donna Fasciano - President

Vacant - VP General

David Babcock - VP Grievance

Bo-Kyung Kim - Secretary

Vidya Khan - Treasurer

Faith Howard - VP Health & Safety

Larissa Dutil - VP Information

Christabell Moyo - VP Women's Issues

## Calendar

### Friday, September 26 — Concordia Shuffle

⇒ **Kickoff: 12:30 p.m. @ the EV Atrium, SGW**

⇒ **Picnic: 2:00 p.m. @ the R&A Complex field, Loyola**

### Monday, October 13 — Thanksgiving (University Closed)

### Thursday, November 6 — CUSSU Movember Events (Stay tuned for details!)

Have suggestions or Ideas for the newsletter?



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

**CUSSU Website: Please check out our CUSSU website at [www.CUSSU.net](http://www.CUSSU.net)**

Did you know CUSSU has a [Facebook](#) Page?



## 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](mailto: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 ext. 4566  
Anastasia Rebelos ext 3610

#### **FG Building contact**

Sheri Bernier ext. 2029

#### **FB Building contact**

Jose Medeiros ext.  
Faith Howard ext. 8565

#### **Annexes contacts**

David Babcock ext. 4141

#### **LB Building contacts**

Stuart O'Driscoll ext. 3483  
Helene Medeiros ext. 2435  
Aneil Mehta ext. 2653

#### **GM Building contact**

Michel Erkie ext. 4906  
Donna Fasciano ext. 2530

#### **Hall Building contacts**

Bo-Kyung Kim ext. 7327  
Jenn Srey ext. 2051  
Kelly Routly ext. 3901

#### **MB Building contact**

Christabell Moyo ext. 2982  
Larissa Dutil ext. 4750

#### **Loyola Campus contacts**

Vidya Khan ext. 3702  
Karen Holder ext. 2223  
Daniel Amico ext. 4239  
Amanda Rosen ext. 2222  
Rowan Somerville ext. 4462