

2020 Volume 12, Issue 1 CUSSU-Concordia University



Note from the President

I would like to thank all our members who attended the Special General Assembly on January 23, 2020. It was a successful meeting and we have received the mandate from our members to negotiate with the University to get the best agreement for all the individuals that are affected in the new business module for the Bookstore.

As mentioned in our last newsletter Article 26.08—Leave for Family Obligation started immediately after December 16, 2019.

There have been several calls and emails to CUSSU regarding how this Article can be used.

Some managers/supervisors are giving our members difficulty in applying these days. **Below is an abstract of the some of the Article 26.08.**

26.08 Leave for Family Obligations

- a) For the purposes of paragraphs b) and c), «relative» means, in addition to the employee's spouse, the child, father, mother, brother, sister and grandparents of the employee or the employee's spouse as well as those persons' spouses, their children and their children's spouses.
- b) An employee may be absent from work, without pay, for up to ten (10) days per year to fulfill obligations related to the care, health or education of her/his child or the child of her/his spouse or because of the state of health of a relative or a person for whom the employee acts as a caregiver, as attested by a professional working in the health and social services sector and governed by the Professional Code (chapter c-26).

Are also considered related to an employee and therefore included in the previous paragraph a person having acted, or acting, as a foster family for an employee or her/his spouse, a child for which an employee has acted, or is acting, as a foster family, the tutor or the curator of an employee or the employee's spouse or a person under the tutorship or curatorship of the employee or the employee's spouse, an incapable person who has designated an employee or her/his spouse as a mandatary, or any other person in respect of whom an employee is entitled to benefits under an Act for the assistance and care the employee provides owing to the person's state of health.

From these ten (10) days, two (2) are taken without loss of pay, and the other remaining are without pay.

These leaves may be divided into days. A day may also be divided into a half-day or into hours with the authorization of the employee's immediate supervisor.

The employee must notify her/his immediate supervisor as soon as possible and take all reasonable steps within his/her power to limit the leave and the duration of the leave with a brief but not too detailed explanation. A note is not required for this type of leave.

For more information you can refer to the Act Respecting Labour standards Section 79.7

<https://www.cnt.gouv.qc.ca/en/interpretation-guide/part-i/act-respecting-labour-standards/labour-standards-sect-391-to-97/family-or-parental-leave-and-absences-sect-797-to-811/797/index.html>

Inside this issue

Note from the President	1
Vacation planning	2
The joy of collective bargaining	2
IWD article	3
Prevention of communicable diseases	3
Contacting CUSSU	3
Calendar	4

Contributors to this issue

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Are You Ready!

It's that time of the year again, are you ready?

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 Releve and T4. You can also access these forms in your MyConcordia Portal under employee services-tax slips 2019



The Joy of Collective Bargaining!

The effects of union membership on happiness levels has been well established through decades of research. The higher happiness levels correlates to higher levels of employees who are covered by a collective agreement(CA) in a given population. The reasons should not be unexpected; the ability to travel due to vacation days, income certainty due to job security/pension plans/health insurance and strong social bonds (aka family time) due to standardized work weeks are common among CA. A side benefit for those not covered by a CA is that Governments where there is high union membership tend to implement their own standards that are driven by the most common bargained benefits (Normes du Travail and QPP).

This relates to us as individual as well since without members' support unions are ineffective and can't drive labour changes. Union membership across Canada has been dropping in recent years and so too has collective happiness levels. The simplest ways to support unions is by voting in general assemblies, supporting sister unions and staying informed. Perhaps you could also be elected to union council. You'll be glad you did!

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.





The beginnings of International Women's Day trace back to the early twentieth century, emerging from the activities of labour movements in North America and Europe and reflecting a growing movement for women to participate equally in society.

The first International Women's Day was observed on March 19, 1911 in Austria, Denmark, Germany and Switzerland. That day, more than one million women and men showed their support by participating in public events. In the years that followed, other countries began to observe and celebrate this day.

The United Nations recognized 1975 as International Women's Year and began celebrating International Women's Day on March 8, later adopting a resolution designating March 8 as International Women's Day.

Today, International Women's Day is celebrated around the world – in many countries, it is a national holiday. It has grown to become a global day of recognition of women's achievements and a call to action to support women's rights and advance gender equality.

"Whilst celebrating this day we should remember that there is still more work to be done here in Canada and around the world to achieve gender equality."

Christabell Moyo

Contacting CUSSU

If you need to contact the CUSSU office for any reason and leave a voice message, please also send an e-mail. 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.



Prevention of communicable diseases.

With the current threat of COVID-19(coronavirus) it is important to remember the old adage "an ounce of prevention is worth a pound of cure". Protecting yourself from infection of any pathogen starts with reducing your risks of infection by cleaning your hands before and after eating, after touching often used items like door handles and general hygiene. The university will be providing additional hand sanitizers in common areas and installing signage about proper hand cleaning techniques (don't forget your fingernails).

If you feel ill please stay home and take care of yourself. While you may feel bad about not being able to perform your duties, your co-workers will appreciate your consideration of their health and that of their families.

HOW TO REACH US

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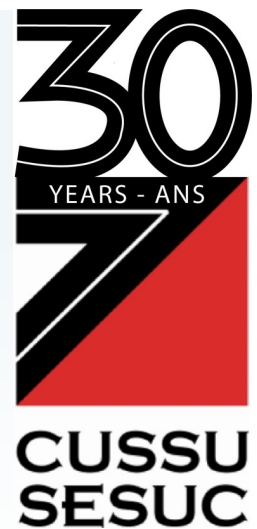
Calendar

March 6, 2020—International Women's Day—Stay tuned

March 10, 2020— CUSSU General Assembly— Mark your calendar

April 10, 2020—Good Friday—University Closed

April 13, 2020—Easter Monday—University Closed



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

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 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 web page. We encourage our members to visit the CUSSU website when each new issue of the newsletter is posted.

