

May 2019
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CUSSU-Concordia University Support Staff Newsletter



CUSSU SESUC

Note from the Executive Committee:

The Executive Team would like to express its gratitude to Filomena De Gennaro for all her hard work and dedication as secretary during the past 10 years. She made everything she did behind the scenes seem effortless and we sincerely appreciate everything she did for CUSSU.

We would also like to recognize and thank our Former V.P. Grievance, Laurel Leduc for her dedicated effort, work and endless hours she has given to CUSSU. Her portfolio is not an easy one, but she nonetheless fought diligently for our members' rights in the workplace. A big THANK YOU for her service over the years.

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.

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Contributors to this issue

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- David Babcock
- Bo Kim

SUMMER HOURS Begin:

June 7th —August 9th, 2019

UNIVERSITY CLOSURE:

June 24th and July 1st the University will be closed.



Understanding our LTD Policy

For most of us, Concordia's Long-Term Disability (LTD) Insurance is a nice benefit that we hope we will never use; but we're happy to know it's there – just in case. The reality is however, that when it comes to serious long-term illnesses, our policy is not as comprehensive as some might believe.

The policy works well when you have a one-time, specific "illness." For example, you slip on the stairs and break your leg. For the first 4 months, you receive 100% of your salary, and if you go beyond this four-month period, the insurance provider takes over until the time that you are ready to return to work. What's important to remember here is: that there is an underlying assumption that you will be sick, you will get better, you will return to work full-time and coverage will end.

Where our policy is not as comprehensive, is when there is a chronic disease, or something that is not as clear-cut. Under the terms of our policy, claims are viewed as either being 100% unable to work, or 100% able – with almost no accommodation in-between. This means, that if you have a long-term medical diagnosis, that does not leave you 100% unable to work, you may not have as much coverage as you think.

It is also important to remember that our LTD policy is a contract between Concordia and Sunlife (or Great West, previously.) This means that CUSSU can advocate for you, but it is the University that is the policyholder.

We hope that you never have to use this benefit, but if you do, make sure you know your rights and call/email CUSSU!



Personal use of Concordia Property

Since we spend 8 hours a day at work, we tend to make ourselves comfortable in our environment. Often we use our work e-mail to schedule personal appointments and communicate with friends. Occasionally we print a recipe we want to try for the next pot-luck (lemon squares!) Maybe you have Netflix on the work cell solely for the occasional toddler-tantrum-busting episode of Paw Patrol. Its an easy going workplace, everyone does it... but...

CUSSU wants you to remind all its members that Concordia property and resources are actively monitored and tracked. While this isn't intended to be a "Big-Brother" analogy, you can be held accountable for improper use. It may not be apparent to all, but printing and phone usage have costs that are reflected in departmental budgets. If the cost increases, it is management's task to verify why the increase occurred and who is responsible. You could be asked to reimburse the employer for the cost of your personal usage. While refraining from using Concordia's hardware may be more obvious, our every day email usage is equally important. Whenever you send anything from your Concordia e-mail, you do so as a representative of the university, and as such, it is well within the rights of management to review your sent e-mails. This applies even more so to role account e-mail addresses which can be used by multiple people.

There is nothing inherently wrong with making a call while on break, printing out your tax return or sending an e-mail to a friend. It only becomes an issue when the usage is abusive or unreasonable. Printing a T4/R1 is acceptable; printing the entire Canadian income tax act as a PDF is not. While there is no simple gauge of what is acceptable or not, please be aware that there sources do not belong to you, are actively monitored. The expectation of privacy does not apply.

Always cc CUSSU!

Thinking about applying on a posted job position? Make sure to include CUSSU in the cc! Doing this allows us to ensure that the most senior, qualified candidates are getting interviews and that the employer is following the process laid out in our Collective Agreement. If you have any questions, just let us know at cussu@concordia.ca.

Are you back to work after a leave (maternity, sick leave, parental leave, study leave, leave without pay, etc..) please let CUSSU know.

HOW TO REACH US

Address: 2130 Bishop
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Tel: 514-848-2424 ext.
8644
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CUSSU@concordia.ca
Website:
www.cussu.net

Calendar

JUNE

CUSSU Summer BBQ—June 14, 2019

1pm-5pm

Location TBA



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

