



December 2020 Volume 12, Issue 3

CUSSU Concordia University Support Staff Newsletter



Note from the President

Dear Members;

As you know by now the University extended our holidays by 3 days, returning to work on January 11, 2021. If you had scheduled any vacation days prior to this announcement, you may reclaim your vacation days into your vacation bank. There will also be an extra day that the University is giving us with Reading week; March 4 & March 5th (President Day).

Also, as there will be no CUSSU holiday party, due to the pandemic, the Executive team and Council members have voted in reducing the CUSSU union dues for the month of December only (pay wk51 & wk53), to 1.4% instead of 1.6%. The union dues will go back to normal at 1.6% starting in January 2021.

On that note, I would like to wish you and your families a safe, happy and healthy holidays to enjoy with your loved ones, even though with COVID it is difficult. Stay safe and healthy,

In solidarity,

Donna Fasciano

CUSSU, President.



Inside this issue

Note from the President	1
Violence Against Women.....	2
Help During the Holidays	3
CUSSU Holidays	4
Holidays Overtime .	5
CUSSU Meetings	
Roundup	6

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National Day of Remembrance and Action on Violence Against Women

The [National Day of Remembrance and Action on Violence Against Women](#), also known informally as White Ribbon Day, is a day commemorated in Canada each December 6th, the anniversary of the 1989 École Polytechnique Montréal massacre, in which an armed student murdered and injured women in the name of “fighting feminism”. Fourteen women lost their lives that day. Their names were Geneviève Bergeron; Hélène Colgan; Nathalie Croteau; Barbara Daigneault; Anne-Marie Edward; Maud Haviernick; Barbara Klucznik-Widajewicz; Maryse Laganière; Maryse Leclair; Anne-Marie Lemay; Sonia Pelletier; Michèle Richard; Annie St-Arneault ; Annie Turcotte.

This day falls within the 16 days of Activism against Gender-Based Violence and is also an opportunity to reflect on all the missing and murdered Indigenous women, trans women (LGTBQ2), and all women whose lives have been harmed or lost to gender-based violence.

Globally, [women continue to face unacceptable levels of violence](#). Together [we can change the world](#) and make it a better place to live peacefully with one another.



Stop Workplace Harassment

Committed for years to countering violence and harassment in the workplace, the CSN is continuing its action with the launch of a new campaign called Make it stop. This large-scale operation aims to raise awareness among members and provide a wide variety of tools to support unions in dealing with these phenomena.

Download our brochure (linked through the image) to learn more about the different types of violence and harassment in the workplace, their consequences and the actions to be taken to end them.





Help During the Holidays

The holidays this year will be very different as most of us can imagine. In addition to the usual stress and chaos that occur this time of the year, most of us might be seeing our friends and family virtually and some of us not at all. This is a reminder that help is only a phone call away.

[The Employee Assistance Program](#) is there to help you, your spouse, common-law partner, and children.

For English services: 1-800-663-1142
Service en Français: 1-866-398-9505
International - call collect - 604-689-1717
For the hearing or sight impaired: TTY: 1-888-384-1152 Available 24 hours a day seven days a week.

Visit the [Homewood Health website](#) for more information.

CUSSU Zoom Holiday Activities

CUSSU is hosting the following Zoom holiday activities, which we invite you to join us for! These activities are not formal events, and they will all take place after work hours, so pour yourself some eggnog and let's get into the spirit of the season!

CUSSU Knitting Circle

[December 9 from 5:00-7:00PM](#)

[December 16 from 5:00-7:00PM](#)

CUSSU Movie Nights

[December 10 at 5:00PM—Die Hard](#)

[December 17 at 5:00PM—Elf](#)

CUSSU Bakes

[December 14 at 5:30PM—BA's Best Chocolate Chip Cookies](#)

[December 21 at 5:30PM— Almond Cookies](#)

Keep an eye out for any CUSSU emails with additional dates from CUSSU members who have not yet responded to the Holiday Gift Survey.

December 2020 —Volume 12, Issue 3



COVID-19 Links

- [COVID-19-related instructions for the holiday season](#)
- [Protecting your well-being in the COVID-19 pandemic](#)
- [Healthy eating during the COVID-19 pandemic](#)
- [CU AT HOME Workouts](#)
- [30 Moves to Make the Most of Your At-Home Workout](#)
- [Search for local businesses and products](#)





CUSSU Holiday Gift Survey

Thank you to all of our members who responded to our initial CUSSU Holiday Survey, and let us know your thoughts on how CUSSU should celebrate the holidays. As a reminder, we are celebrating our membership this holiday season through the following actions:

1. We will be reducing union dues for the 2nd and 3rd December pays, from 1.6% to 1.4%. The dues will be reinstated at the regular 1.6% rate as of January 2021.
2. We are offering you a 25\$ electronic gift card from one of three retailers: Indigo, Amazon, or President's Choice (redeemable at Provigo, Maxi, Pharmaprix, and more)
3. We are coordinating member-led Zoom holiday activities

In order to receive the gift card, you must answer our CUSSU Holiday Gift survey, which specifies which of the three available gift cards you would like to receive, and what Zoom holiday activity you would like to lead, if any, **by December 8th.**

[Answer the survey here](#)

The Season of Giving

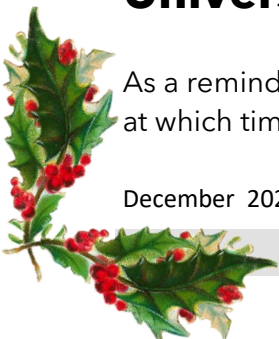
Each year CUSSU donates \$100 each to four organizations selected by Council. This year we will be giving to:

- The Native Women's Shelter of Montreal/Resilience
- Chez Doris
- Elizabeth House
- Sun Youth

In the spirit of giving, we will also be donating \$100 to Dans La Rue since we did not have our 2 social events this year, at which we do a half and half collection.

University Holiday Closure

As a reminder, the university will be closed from December 24 2020, until January 11 2021, at which time staff will return to work. Students will return on January 13 2021.





Working Overtime During the Holidays

We have received several reports, that certain units have been told by management that there is a possibility to “volunteer” to do overtime/work remotely during the holiday period. We have also been told that management is saying that this time will be banked hour-for-hour, instead of using the usual overtime rates as defined in Article 23 of our Collective Agreement (meaning at a rate of 150% or 200% depending on the day worked.)

We would like to provide some clarification regarding our Collective Agreement articles ***if*** you are one of these people, and your manager has expressly asked you to work (or volunteer to work).

So the article that pertains to our hours of work and our work schedules, is Article 22, and this article states that CUSSU members ***normally*** work Monday to Friday from 9am-5pm, for a total of 35 hours a week.

Article 25, which is about all holidays, states that: “b) The University is normally closed from December 24 until normal opening hours January 3. This period is considered to be worked and paid.”

And finally, Article 34 states: “In the event that the Rector declares the University closed for any reason or in the event that the majority of non-teaching staff is not required to work during a given period, no employee will suffer a loss of pay. Moreover, any employee whose presence is required, will receive, subject to express provisions of the present agreement, in addition to her/his regular salary for time worked, the equivalent in paid leave.”

So, now that we have quoted all of the relevant Articles, here’s some straight talk about what they mean:

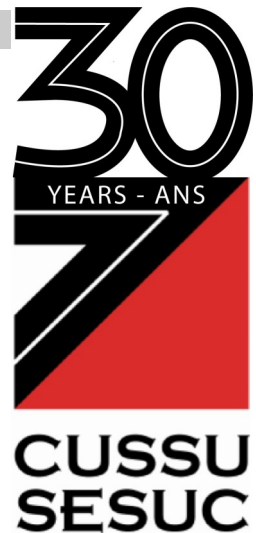
- In order to claim overtime, you are supposed to go over the normal time (35 hours) that you already work in a week.
- During the “holiday period” you are deemed to have already worked.
- During University closures, you are not working, but you will not suffer a loss of pay.

This means that, ***if*** you decide to work, with the permission of your supervisor, during the holiday period (December 24 - January 3) it should be counted as overtime.

Whereas, if you work, with the permission of your supervisor, on any other day, Monday-Friday, when the University is deemed closed, the time will be calculated as straight time, as you continued to get paid, but you are also able to bank the time worked to be used at a later date.

We hope this clarification helps make things clearer, and we would like to remind everyone that ***all*** overtime/work is voluntary - which means you ***can*** decline!

Also, if you have specific scenarios or questions, do not hesitate to reach out to us!



HOW TO REACH US

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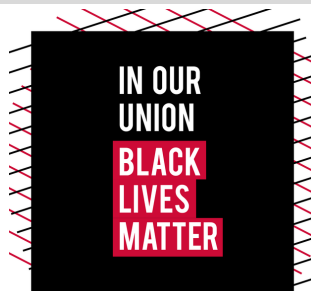
www.cussu.net

CUSSU Facebook

Join the [CUSSU Facebook page!](#)

Have suggestions or ideas for the newsletter? Send us an email at

cussu@concordia.ca



December 2020 —Volume 12, Issue 3

Meeting Updates

You've been hard at work, and so have we! Below is a round-up of all of the meetings CUSSU members have been having on your behalf!

Labor Relations - Jan. 14, Feb. 20, May 6, June 11, Aug. 13, Oct. 2, Oct. 21, Nov. 20, Dec. 14

Grievance Committee - Jan. 14, Jan. 22, Oct. 7

Negotiation Committee - June 17, July 14, July 15, Nov. 26

Union leaders - COVID19-Update info session - April 1, May 11, May 26, June 15, Aug. 12, Sept. 14, Oct. 6, Nov. 10

Executive Meetings - Jan 23, Feb. 13, March 10, April 17, May 15, June 19, July 17, Aug.21, Sept. 22, Oct. 22 Nov. 19, Dec. 4

Union Council Meetings- Jan. 30, Feb. 20, September 30, Oct. 29, Nov. 27

CUSSU Compensation Committee (JEP) - April 24, May 20, June 9, June 25, July 16,Aug. 18, Nov. 24, Dec. 16

IUC- (Inter-Union Council) Feb.5, Sept. 9, Oct. 15, Dec. 18

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.

