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CUSSU-Concordia University Support Staff Newsletter



CUSSU SESUC



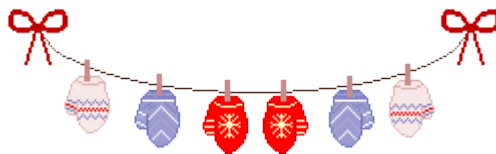
Note from the President

As the holidays are fast approaching, I would like to take this opportunity to wish all our CUSSU members and their families, Happy Holidays and a Happy New Year!

Stay safe and enjoy your time off with your family and friends.
See you in the new year – 2023!

Warm regards,

Donna Fasciano



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Contributors to this issue

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Having a problem with UNITY?

We have learned recently, that processes have been put in place to help employees when they are having issues that link back to UNITY and various HR services. It is important that employees follow the steps, to make sure that things are resolved as quickly and efficiently as possible.

First, talk to your supervisor or Unity administrator to evaluate if anything can be done at this level to resolve your issue.

If this first approach does not yield the expected results, only then follow up getting additional UNITY support by:

- ⇒ [Booking an online appointment with a service agent at the CommUNITY Support Centre](#) using the Quick Access in-app support system;
- ⇒ [Reaching out to a CommUNITY super user](#);
- ⇒ Calling the [UNITY Call Centre](#) to speak with a HR, Finance, or IT specialist;
- ⇒ [Or filling out a service request form](#) (various HR inquiries).

If after following these processes, your problem is still not resolved, after one month, please email CUSSU with details of your complaint.

Don't forget to
To RSVP by
December 2

CUSSU Holiday Celebration

Come out and join your fellow CUSSU members at our annual holiday celebration on

**Thursday December 15th at
Sir Winston Churchill Pub (1455 Crescent St) from 5-8pm**

As in years past, we will be selling raffle tickets in a half and half draw that will benefit Dans La Rue—so please bring some loonies and toonies with you! The winning ticket will be drawn at the event. We will also have door prizes.

CUSSU in the Kitchen

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



Hearty Vegetable Soup

INGREDIENTS

4 tablespoons extra-virgin olive oil, divided 1 medium yellow or white onion, chopped 3 carrots, peeled and chopped 2 celery stalks, chopped 2 cups chopped seasonal vegetables, such as sweet potatoes, green beans, butternut squash, potatoes, bell pepper, zucchini or yellow squash 1 teaspoon fine sea salt, divided, to taste 6 cloves garlic, pressed or minced ½ teaspoon curry powder ½ teaspoon dried thyme	1 large can (28 ounces) diced tomatoes 4 cups (32 ounces) vegetable broth 2 cups water 2 bay leaves ½ teaspoon red pepper flakes, reduce or omit if sensitive to spice Freshly ground black pepper, to taste 2 cups chopped kale or collard greens or chard (thick ribs removed), or spinach 1 tablespoon lemon juice
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INSTRUCTIONS

Warm 3 tablespoons of the olive oil in a large soup pot over medium heat. Once the oil is shimmering, add the chopped onion, carrot, celery, seasonal vegetables and ½ teaspoon of the salt. Cook, stirring often, until the onion has softened and is turning translucent, about 6 to 8 minutes.

Add the garlic, curry powder and thyme. Cook until fragrant while stirring frequently, about 1 minute. Pour in the diced tomatoes with their juices and cook for a few more minutes, stirring often.

Pour in the broth and water. Add ½ teaspoon more salt, 2 bay leaves and the red pepper flakes (if using.) Season generously with freshly ground black pepper. Raise the heat and bring the mixture to a boil, then partially cover the pot and reduce heat to maintain a gentle simmer.

Cook for 25 minutes, then remove the lid and add the chopped greens. Continue simmering for 5 minutes or more, until the greens have softened to your liking.

Remove the pot from heat and remove the bay leaves. Stir in the lemon juice and remaining 1 tablespoon of olive oil. Taste and season with more salt, pepper and/or red pepper flakes. (You might need up to ½ teaspoon more salt, depending on your vegetable broth and your personal preferences.) Divide into bowls and enjoy.



Make Health and Safety a Priority!

Since the Covid-19 pandemic began, there has been a focus on health and safety related to individual health and transmissible illnesses. Due to this focus, the wider scope of health and safety has taken a back seat, as many of us are working from home and those of us on campus have become complacent regarding other workplace EH&S issues.

Workplace health and safety are, at the core, about preventing injury or personal harm. This is something that both employees and employers have an equal stake in, and both should be committed to. Often times, we only think about the situation when the damage has already been done:

"I knew someone would eventually slip and fall on those icy steps!"

"Of course, the whole office got sick. There's been mold on those walls for years!"

"Makes sense that she is on a stress leave, she's always struggling to keep up with work."

The old adage of, "if you see something, say something" truly applies in ALL these cases. There is no shame in asking for an ergonomic assessment if you feel pain when sitting at your desk. Water leaks DO lead to air quality issues and falls. Continued stress will have physical effects if left untreated. There are accidents that happen out of the blue, but the majority of incidents are preventable.

As for the random incidents (tripping on the stairs or tweaking your back while loading the copier) these should also be reported, however benign or embarrassing they may seem at the time! Something as simple as a sore knee can lead to modified posture, which can then lead to hip damage, that can result in major surgery. When it comes to short term and long-term leaves, the reporting of the incident becomes very important for insurance and CNESST purposes and can determine if a claim is approved, delayed or rejected.


The employer is a partner in this and, is committed to ensuring a safe workplace for all employees. The department of Environmental Health and Safety is actively looking for deficiencies and dangerous areas. While they generally work with managers, sending them notices regarding policy, there is nothing that prevents any CUSSU member, or any community member from contacting EH&S directly. If you don't feel comfortable speaking to your supervisor or contacting EH&S directly, David Babcock, CUSSU's VP Health and Safety, will be more than willing to do so on your behalf.

Changes that have just been implemented in the CNESST regulations may create smaller localized committees in 2023 and all CUSSU members are encouraged to participate in these, if you see a call for representatives go out for your area.

The National Day of Remembrance and Action on Violence Against Women

It has been over 30 years since the murder of 14 young women at Polytechnique Montréal (December 6, 1989). This act of violent misogyny shook our country and led Parliament to designate December 6 as The National Day of Remembrance and Action on Violence Against Women.

On December 6, we remember:



Geneviève Bergeron	Maryse Leclair
Hélène Colgan	Anne-Marie Lemay
Nathalie Croteau	Sonia Pelletier
Barbara Daigneault	Michèle Richard
Anne-Marie Edward	Annie St-Arneault
Maud Haviernick	Annie Turcotte
Maryse Laganière	Barbara Klucznik-Widajewicz



As we mourn their loss and remember their lives, we reaffirm our commitment to fight the hatred that led to this tragedy, and the misogyny that still exists today. In Canada and around the world, women, girls and 2SLGBTQI+ individuals face unacceptable violence and discrimination. Gender-based violence in Canada has been magnified and amplified by the COVID-19 pandemic. There have been reports from police services, shelters, and local organization of an increase in calls related to gender-based violence across Canada during the pandemic.

The National Day of Remembrance and Action on Violence Against Women is about remembering those who have experienced gender-based violence and those who we have lost to it. It is also a time to take action. Achieving a Canada free from gender-based violence requires everyone living in this country to educate themselves and their families and communities on gender-based violence, centre the voices of survivors in our actions and speak up against harmful behaviours.

Calendar

HOW TO REACH US

Address: 2130 Bishop St., Rm MI-303

Tel: 514-848-2424 ext. 8644*

*please note that CUSU's Executive work various hybrid schedules and that the fastest way to reach them remains email.

President's cell:

438-865-0756

VP Grievance's cell:

438-869-5709

E-mails:

cussu@concordia.ca

cussu.grievances@concordia.ca

Website: www.cussu.net

December

6 - National Day of Remembrance and Action for Violence Against Women Coffee Break on both campuses

8 - CUSU Special General Assembly

15 - CUSU Annual Holiday Party

23 - last day of work in 2022

January

9 - Concordia reopens! Happy New Year!

Have suggestions or ideas for the newsletter?

Email us at

cussu@concordia.ca



Please check out our CUSU website at

www.cussu.net

CUSU is also on Facebook



Join Us!

Your CUSU Executive

⇒ President	Donna Fasciano
⇒ VP General	Jennifer Muir
⇒ VP Grievance	Daniela Ferrer
⇒ VP Information	Jennifer Srey
⇒ VP Women's Issues	Christabell Moyo
⇒ VP Health & Safety	David Babcock
⇒ Treasurer	Vidya Khan
⇒ Secretary	Bo-Kyung Kim

