May 2026—Volume 18, Issue 2

CUSSU Concordia University Support Staff Newsletter

Note from the President:

Dear members,

I would like to thank all our members that attended the Annual General Assembly on March 18, 2026 and I present to you the nominated CUSSU members who were elected, re-elected, and the current Executive, Council, and Audit Committee members.

Executive Team:
Donna Fasciano - President
Bo Kim - Secretary
David Babcock - elected as VP General
Rowan Somerville - elected as VP Grievance
Vidya Khan - Treasurer - re-elected
Larissa Dutil - VP Information - re-elected
Faith Howard - VP Health & Safety
Christabell Moyo - VP Women's Issues

Audit Committee:
Jian Ying Jiao– re-elected
Leonie Morris
Akhil Papneja– new member

Council Members:
Anastasia Rebelos
Aneil Mehta
Kelly Routly
Sheri Bernier
Michel Erkic - re-elected
Karen Holder - re-elected
Daniel Amico - re-elected
Jennifer Srey - re-elected
Gabriella Pedicelli - re-elected
Jose Medeiros - re-elected
Karen Ounsworth - new member
Hardial Rosner - new member
Jessica Rozon - new member
Khoba Sysavane - new member

Summer is around the corner, did you submit your vacation requests to your supervisor?

Article 27.12
The employee who wishes to schedule their annual vacation must inform their immediate supervisor of the chosen vacation period no later than May 1st of each year.

a) The immediate supervisor plans vacations within their department according to the seniority of employees having indicated their chosen vacation period and service requirements. This plan is posted on May 15th.

For the complete article go to www.cussu.net and click on Collective Agreement.

I encourage you to take some well-deserved time off this summer to relax, decompress, and enjoy your vacation time.

In solidarity,
Donna Fasciano,
CUSSU President

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Contributors to this issue
- Donna Fasciano
- Larissa Dutil

How to Enter Summer Hours in UNITY—by Donna Fasciano

This year the summer hours at Concordia University start on **Friday, June 12th** and end on **Friday, August 14th, 2026.**

Summer Hours—Article 22.07

Every year, for a period of ten (10) weeks, from mid-June to mid-August the length of the regular 35 hour work week is reduced by three (3) hours without reduction in remuneration.

The reduction of hours is applied on Friday afternoons. The employee thus works consecutively for the first four (4) hours of their workday, without a meal period.

With the agreement of the employee's supervisor, an employee can work an additional hour each day during this period so that the entire day on Friday may be taken off without penalty. This request will be considered based on seniority and operational needs.

For the complete article on summer hours follow the link: Summer Hours 22.07.

Frequently Asked Question: Can we bank summer hours if the week we request has a statutory holiday?
Answer: Yes, if the week of vacation includes a stat holiday, the time can be banked.

How to Enter Summer Hours in UNITY:

Employees who are eligible to bank summer hours, according to their collective agreement or Human Resources policy, must access My Time and take the following steps:

- click on "My Timesheet"
- select the plus (+) symbol next to the summer Friday they are banking click on the pay code item and select "Summer Adjustment" from the drop-down menu
-

From there, employees should click on the hours input field and enter "3." They must also leave a comment explaining that they are banking the hours as per their collective agreement or Human Resources policy, then save the change and click on the "Submit" button.

Immediate supervisors must acknowledge to approve banked summer hours and, subsequently, approve the timesheet. They are responsible for verifying if their employees are eligible to bank the hours before approving the request. In the event that an employee is not eligible to bank the hours, the immediate supervisor may refuse the request and include a note explaining their decision to the employee. For any questions regarding the eligibility of their employees, managers can contact Employee and Labour Relations by email at labour@concordia.ca.

Additionally:
If a vacation request has already been submitted or if preference is to bank summer hours, please follow the procedure above. As a rule, employees eligible for summer hours do not need to enter them in their schedule because those hours do not affect their salary. As such, eligible employees do not need to take any action to reflect summer hours in their schedule in My Time, including those who, according to their collective agreement, can work a modified schedule during the summer period.

Note: Employees should take action when they intend to bank summer hours, based on their collective agreement or Human Resources policy. *Those who are planning a vacation during summer hours must first submit a request for time off in the system.*

For more information see the Manual Banking Summer Hours

Voluntary Retirement on April 1, 2026, Retiree CUSSU Executive and Council member Testimony by Hélène Médiéros



Dear Members,

For those of you who don't know me, I will give a short summary of my time in CUSSU.

I was first elected to the **Executive Committee** in 2009, and served **for 7 years** as V.P. Information, until 2015.

I was then elected to the **Council Committee** in 2016, and served **for 11 years** as a union delegate, until my retirement in 2026.

I also served on the ***Electoral College*** **Committee for about 13 years,** where I proudly represented CUSSU members.

During my **18 years** on CUSSU, whether as part of the Executive or Council, I have also volunteered on many sub-committees, most notably the many annual CUSSU Holiday Party sub-committee, helping to plan and organize many Annual Holiday Parties.

I have been lucky; during all these years at the university and in the union, I have been surrounded by extraordinary people.

It has been a very enriching experience, and I'm proud to have been part of it, and proud of all of you too.

Together, we are the foundation

After 34 years of service to the university, it is both with a twinge of sadness and immense joy that I retired from the university in April, 2026.

I don't realize it yet, it feels like I'm planning my vacation! A new chapter in my life begins. The freedom to travel anytime, up coming projects, and just freedom in general.

I sincerely thank you for being a part of my life.





With friendship and affection!

Hélène Médéiros

CUSSU in the Kitchen

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

Leek Potato Soup
Submitted by Larissa Dutil



INGREDIENTS:

- 3-4 medium leeks (white part only, well, maybe a little of the green, for colour)
- 1 medium onion (yellow or white)
- 2 tablespoons butter (olive oil if making it vegetarian/vegan)
- 4 medium/large potatoes
- 4 cups poultry stock (or vegetable stock, if making it vegetarian /vegan)
- 1-2 cups milk or cream (obviously not vegan, so feel free to use a dairy substitute or ghee)
- Salt and pepper to taste

Note: This soup can be served hot or cold, so great for the summer months!

- Mince the three to four leeks, white part only, up to where the green starts. You can include a little bit of the green part which will add colour to your soup.
- Mince the onion, then saute the onion and leek in two tablespoons of butter (or olive oil if making a vegetarian/vegan option). Saute for about 3 minutes.
- Pare potatoes and slice very fine (or small cubes will do too), then add to the leek and onion.
- Add four cups poultry stock (or vegetable stock); simmer, covered, for 15 minutes or until tender.
- Blend with an immersion blender until there are no lumps. Add milk/cream (or milk substitute for vegan option).
- Add salt and pepper to your taste.
- This soup can be served hot or cold, so excellent for the summer! It is even better the day after you make it, so feel free to make a day ahead and chill overnight.

HOW TO REACH US

Address: **2130 Bishop St., Rm MI-303**
Tel: **514-848-2424 ext. 8644**
E-mail: **CUSSU@concordia.ca**
cussu.grievances@concordia.ca
President cell: **438-865-0756**

Executive Committee Members
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Calendar

May 18, 2026 - Quebec National Patriots' Day — University closed

June 24, 2026 - Saint-Jean Baptiste Day — University closed

Summer Hours Begin: June 12 - August 14, 2026

July 1, 2026 - Canada Day — University closed.

September 7, 2026 - Labour Day — University closed

Have suggestions or Ideas for the newsletter?



Email us at cussu@concordia.ca

CUSSU Website: Please check out our CUSSU website at www.CUSSU.net

Did you know CUSSU has a Facebook



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.** 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 Hardial Rosner ext, 3513 **FB Building contact** Jose Medeiros ext. 2643 Faith Howard ext. 8565 **Annexes contacts** David Babcock ext. 4141	**LB Building contacts** Aneil Mehta ext. 2653 Larissa Dutil ext. 4750 **GM Building contact** Michel Erkic ext. 4906 Donna Fasciano ext. 2530 Rowan Somerville ext. 4462 Khoba Sysavane ext. 3763 **Hall Building contacts** Bo-Kyung Kim ext. 7327 Jenn Srey ext. 2051 Kelly Routly ext. 3901	**MB Building contact** Christabell Moyo ext. 2708 Gabriella Pedicelli ext. 4566 Jessica Rozon ext. 4779 **Loyola Campus contacts** Vidya Khan ext. 3702 Karen Holder ext. 2223 Daniel Amico ext. 4239