

February—Volume 17, Issue 1

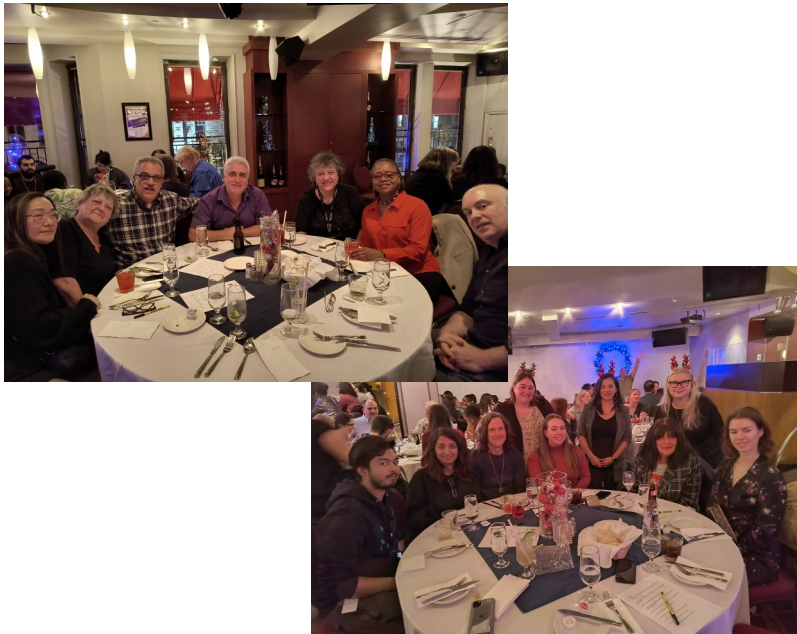
CUSSU Concordia University Support Staff Newsletter

Note from the President:

Dear Members:

Happy New Year to all and hope you had a relaxing holiday.

On December 3rd, 2024 CUSSU turned 35 years and to celebrate this milestone, our annual holiday party on December 12, 2024 was in commemoration of this event. A good time was had by all and a big thank you to our organizing committee. (Helene Medeiros, Christabell Moyo, Bo Kim, and yours truly)



Signing of collective agreement:

Just a small update on this, the nego team reviewed the new CA on February 14th with the CSN rep, Sandrine Dessureault. We will be signing the new CA on March 6, 2025.

In solidarity,
Donna Fasciano
CUSSU, President



Inside this issue

- Note from the President
- Updates to the Changes of the Group Insurance Plan
- Internation Women's Day—March 8th
- Outreach Committee
- Annual General Assembly
- Violence and Harassment in the Workplace
- CUSSU in the Kitchen: Almond Biscotti
- Contacting CUSSU
- Join the Union's Council, Executive, or Negotiation Team
- Calendar

Contributors to this issue

- Donna Fasciano
- Larissa Dutil
- Christabell Moyo

Updates to the Concordia Group Insurance Plan

By now you must have gone to the pharmacy to fill your prescriptions. At the beginning of January, many members were charged the deductible and not the 3\$ Din on each medication. Sun Life Insurance had a few glitches, and the new plan did not go as expected.

You must have also seen the messages on Shoptalk where the University community was complaining about the plan not being in effect. The University contacted Sun Life Insurance to remedy the situation, and the glitches are now fixed.

What changed:

- A new health care spending account (HCSA) gives you more flexibility to obtain reimbursements for the care you need. **University does not know how this will work.**
- Adjustments to health and dental plans to ensure affordability and sustainability, maintain financial security and offer more flexibility.
- Additionally, the annual review of premium costs will be updated based on claims submitted in 2024.

Costs & Premiums:

The rates for health and dental care will increase in 2025. This increase is mainly due to the rise of claims made by participants of the plans. The new premium rates will take effect on January 1, 2025 and will be reflected on the pay of February 7, 2025.

Employees under 65

<u>Before January 1, 2025</u>	Concordia: 50% (Premiums only)	Employee: 50% (Premiums)
<u>As of January 1, 2025</u>	Concordia: 50% (Premiums + HCSA)	Employee: 50% (Premiums)

Employees over 65

<u>Before January 1, 2025</u>	Concordia: 75% (Premiums only)	Employee: 25% (Premiums)
<u>As of January 1, 2025</u>	(excluding the RAMQ contribution) Concordia: 50% (Premiums + HCSA)	Employee: 50% (Premiums)

***Check your paystubs** to make sure that the **changes reflect** the **proper percentage**.

If you have any questions regarding the new plan visit Carrefour:

[Changes to the Group Insurance Plan - Concordia University](#)



March 8 is International Women's Day. In Canada people come together around the country to celebrate. This day gives us an opportunity to reflect on the progress made towards achieving gender equality and celebrate the acts of courage and determination by individuals who have played an extraordinary role in advancing gender equality in their communities.

Globally, International Women's Day is a day of recognition and celebration of the social, economic, cultural, and political achievements of women and girls as well as to raise awareness of the work to be done.

The 2025 Government of Canada's International Women's Day theme is "Strength in every story" This theme highlights the importance of amplifying the voices of all women, particularly those who continue to face barriers to success.

Every woman's story is a testament to resilience, determination, and the power of opportunity. This International Women's Day celebrates strength, inclusiveness and shared stories.

Together, we can strive to make a better world for every woman, young girls, LGBTQIA2+ as well as those who are less fortunate by creating opportunities and supporting those who are helping to raise awareness for gender equality within their communities.

References:

<https://www.canada.ca/en/women-gender-equality/commemorations-celebrations/international-womens-day.html>
<https://amnesty.ca/human-rights-news/international-womens-day/#:~:text=On%20March%208%2C%20people%20around,%2C%20cultural%2C%20and%20political%20achievements>
<https://www.internationalwomensday.com/Mission/Work>
<https://nationalwomensshow.com/montreal-visitor/>

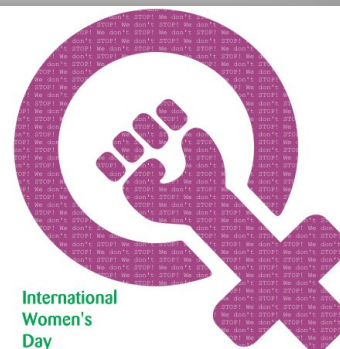
International Women's Day - Continued

Please come join us for a CUSSU lunch as we celebrate **International Women's Day** on **Thursday, March 6, 2025**, from Noon to 2 pm.

Loyola Campus: RF-110

SGW Campus: MB-9A

Please RSVP by February 27th, 2025, 5pm by [clicking here](#).



Outreach Committee—Coffee Break!



We the **CUSSU Outreach Committee** would like to plan location-specific coffee breaks as well as get-to-know-your-union lunches and we ask you to fill out our survey to help us do that.

Kindly fill out the two-minute survey found here: <https://forms.office.com/r/F8ie9BrS9k> by **February 28th, 2025**.

In solidarity,

Your Outreach Committee

Faith Howard, Karen Ruth Holder, Amanda Rosen and Bo Kim

Annual General Assembly - Date selection Survey

Kindly take the time to fill this survey to let us know your preferred date for our upcoming Annual General Assembly (AGA) 2025, which will take place in April.



The meeting will be held on **Zoom**, and it will be set to **begin at 6pm**, regardless of the date selected by the membership via popular vote.

[Please fill this survey](#) by **5pm, Friday, March 14th, 2025**.

Violence and Harassment in the Workplace—Donna Fasciano

Have you :

Witnessed it? Experienced it? Engaged in it? **Make it stop.**

The CSN has published a brochure that everyone should read if you think you are experiencing workplace harassment or violence. [2020-11_vht-agis-stop_csn.pdf](#)

Behaviour associated with harassment and violence at work has many consequences, particularly on the physical and psychological health of victims, as well as having negative repercussions on workplaces.

This is why, to ensure its affiliated unions are equipped on this issue, the CSN created a model “**Policy for the Prevention of Violence and Harassment at Work**” in 2003—one year before the right of every person to work in an environment free of psychological harassment was incorporated into the Act respecting labour standards. These matters continue to be a concern, which is why the CSN published a prevention kit in 2019 and is launching an extensive awareness-raising campaign this year.

Creating a safe and healthy workplace is the employer’s responsibility, and the CSN strives to ensure that they maintain one. As such, preventing and combatting all forms of violence and harassment in the work place is also a collective responsibility. We believe that every individual has a duty to be civil and behave in a manner that is respectful of others.

What is workplace violence and harassment?

Violence and harassment at work can occur as violent actions or words that are easily identifiable, or as more subtle, insidious behaviour that repeats and accumulates over time. Anyone can be involved, whether as a victim, witness, accomplice or perpetrator.

Violence at work:

There is violence at work when the behaviour (attitudes, actions, or words) of an individual or group of individuals intentionally or unintentionally has an adverse effect on the physical or psychological safety or well-being of another individual or group of individuals.

Examples:

Throwing any kind of object, using hurtful words or insults, speaking in raised tone of voice, making threats, destroying work equipment by kicking it, etc.

If you are in a toxic environment and are not sure what to do please contact us at cussu.grievances@concordia.ca.

Almond Biscotti (submitted by Donna Fasciano)



INGREDIENTS

- 1/2 cup butter or margarine, softened
- 1 1/4 cups sugar, divided
- 3 eggs
- 1 teaspoon anise or vanilla extract
- 2 cups all-purpose flour
- 2 teaspoons baking powder
- 1 dash salt
- 1/2 cup chopped almonds
- 2 teaspoons milk

*Makes about 42 Biscottis

INSTRUCTIONS -

Pre-heat oven to 375F degrees

In a mixing bowl, cream butter and 1 cup sugar. Add eggs, one at a time, beating well after each addition. Stir in anise or vanilla. Combine dry ingredients; add to cream mixture. Stir in almonds.

Line a baking sheet with foil and grease foil. Divide dough in half; spread into two 12-in. x 3-in. rectangles on foil.

Brush with milk and sprinkle with remaining sugar.

Bake at 375F for 15-20 minutes or until golden brown and firm to the touch.

Remove from oven and reduce heat to 300 degrees F. Lift rectangles with foil onto wire rack; cool for 15 minutes. Place on a cutting board; slice diagonally 1/2 in. thick.

Place slices with cut side down on ungreased baking sheet. Bake for 10 minutes. Turn cookies over; bake for 10 minutes more. Turn oven off, leaving cookies in oven with door ajar to cool. Store in an airtight container.

Enjoy!



Yeah, you!

Are you passionate about bettering the plight of your fellow workers?

Have you ever wondered what being an active member of a union would be like?

Maybe you've felt helpless in the face of your employer and want to feel more empowered to enact change in that dynamic?

Or perhaps you just want to get to know more people within the Concordia Community in a collaborative environment?

CUSSU is actively looking for folks interested in joining the cause, so to speak, as we start preparations for our next Annual General Assembly (AGA) coming up in April, 2025.

We currently have a vacant seat on council that could use filling immediately, but we will have elections at the AGA for positions on **council**, **executive**, as well as the **negotiation team**! We'd love to hear from people who might be interested in a more active role within our union. It's with people like **you** that the union is strong!

So, if you've ever thought of being a more active member of the union—meeting new people across the community, making a difference in people's work lives, having a seat at the negotiation table across from the employer — now is the time to step up and join us!

Don't be shy! If you have any questions, or to let us know you'd be interested in running for a position, send us an email at cussu@concordia.ca —we'll be so happy to hear from you.

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

Donna Fasciano - President

Jennifer Muir - VP General

David Babcock - VP Grievance

Bo-Kyung Kim - Secretary

Vidya Khan - Treasurer

Faith Howard - VP Health & Safety

Larissa Dutil - VP Information

Christabell Moyo - VP Women's Issues

Calendar

February 24-28: Reading week

February 27, 5pm: Deadline for RSVP to Int'l Women's

Day lunch: <https://forms.office.com/r/BUNW8AdpN6>

February 28: University Closed

February 28, 5pm: Deadline for Outreach Committee

Coffee Break / Lunch Survey: <https://forms.office.com/r/F8ie9BrS9k>

March 6: Celebrating International Women's Day Lunch

Loyola: RF-110 SGW: MB-9A 12pm—2pm

March 14, 5pm: Deadline for Annual General Assembly

date selection survey: <https://forms.office.com/r/6sNa8RBwQX>

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](#)
Page?



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

FG Building contact

Sheri Bernier ext. 2029

FB Building contact

Jose Medeiros ext. 2643

Sandra Woywood-Page

ext. 2300

Jill Kinaschuck ext. 2310

Annexes contacts

David Babcock ext. 4141

LB Building contacts

Stuart O'Driscoll ext. 3483

Helene Medeiros ext. 2435

Aneil Mehta ext. 2653

GM Building contact

Michel Erkie ext. 4906

Donna Fasciano ext. 2530

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Karen Holder ext. 2223

Jennifer Muir ext. 2080

Daniel Amico ext. 4239

Amanda Rosen ext. 2222