

November 2025—Volume 17, Issue 4

CUSSU Concordia University Support Staff Newsletter

Note from the President:

Dear Members:

It's been a busy year, and I would like to thank the Executive Team and Union Council members for their hard work all year round and in supporting our CUSSU members.

As the holiday season and the end of the semester approaches, remember that if you are feeling overwhelmed, have anxiety or stress, regarding returning to campus, or any other events in your life, the [EAP program](#) is available to help you and your family.

Wishing you all a healthy, safe and relaxing holiday with your loved ones.

In solidarity,
Donna Fasciano,
CUSSU President



35
YEARS OF
SOLIDARITY
SINCE 1989



**CUSSU
SESUC**

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Contributors to this issue

- Donna Fasciano
- Anastasia Rebelos
- Jose Medeiros
- Larissa Dutil
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What's New: by Donna Fasciano

Voluntary Retirement Program (VRP):

The University had announced the Voluntary Retirement Program (VRP) which was offered to non-faculty employees. There were several criteria for you to be qualified to apply to the VRP and there were several information sessions. The application ran from Oct 27 to November 7, 2025. If you applied, you should get a response in writing of the decision regarding your VRP application indicating whether you were accepted or not including your approved date of departure during the week of December 8th.

Seniority List on UNITY:

One of our sister unions has informed the Inter-Union Council members (IUC) that there was a glitch in their seniority membership list. Please go to UNITY and check your seniority date. If you see that the hours in UNITY do not match your years of service, you should fill out a Service Request form found on Carrefour.

Negotiations Update:

Our negotiation team (Anastasia Rebelos, Julia Clark-Combot, Kelly Routly, Rowan Somerville, and I have been meeting with our CSN representative, Elyse Grenier, getting ready for a new round of negotiation. You should have received on October 31, 2025, the Census Survey from our negotiation team. We would like to thank all our members that participated in our first census survey. With your responses and comments, we will be preparing another survey for the new year. For those of you who included direct questions for the negotiation team in your result, please note we cannot respond because the survey results were anonymous. Please reach out to the CUSSU email directly with your questions.

CUSSU Compensation Committee Update:

With great disappointment, this committee has met only a few times since 2024, due to the participants on the university side changing, Manager in Compensation. In January 2025, we asked the University to resume our meetings. The first meeting was the introduction of the new Manager of Compensation - Dario Diaz, and to resume where the committee had left off on February 4, 2025, with a follow-up meeting on February 24th. Since then, the committee once again has been put on pause by the university. Another meeting was scheduled on October 15th with Dario Diaz, David Babcock and myself to discuss the Job Evaluation Plan for CUSSU and when the committee will be reassuming. The meeting was not a good one and it was brought to the Labour Relations meeting on October 23rd.

Who is Jose Medeiros — CUSSU member & Musician — In his own words



Jose (Joe) Medeiros, Bachelor of Music Concordia University (2015).

Clarinetist, Saxophonist, trumpeter and percussionist player from classical to jazz. My musical career began at the age of 8. I learned music theory and started playing the clarinet in the Portuguese Philharmonic of Montreal and later in the *Banda da Senhora dos Milagres*.



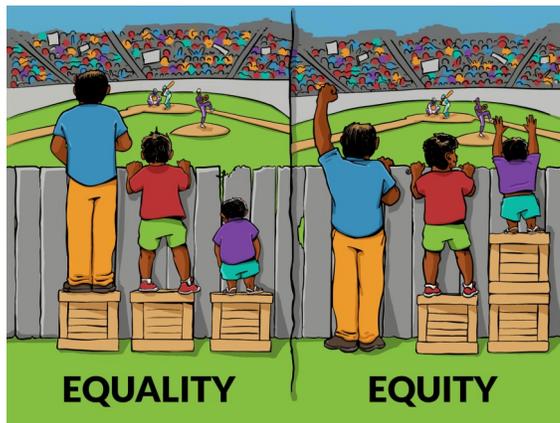
Later, I played in an orchestra for different events. I was asked to play in several concert bands, marching bands, big bands, orchestras, theater plays and have been asked to play by different ethnic cultural communities. In 1992, I went on tour in Portugal with the Portuguese Philharmonic of Ottawa.

Music is an international language and is known by all cultural communities. *Music has no end.*

Concordia Pay Equity Maintenance Exercise and Outcome by Donna Fasciano

What is Pay Equity? Historically, pay equity is a principle protected by law in Quebec to ensure that compensation is equitable across gender lines and aligned with market standards. To uphold this principle, the law requires employers—including Concordia—to perform a Pay Equity Maintenance exercise every five years, comparing salary structures to market benchmarks to confirm that equity is being maintained.

After consultation with our CSN representative, Elyse Grenier and Jean-Michel Savard, CSN representative for Pay Equity, they have advised us to make a complaint to the CNESST. Other unions have also filed a complaint with the CNESST for the Maintenance Exercise and outcome. CUSSU has filed a complaint to the CNESST representing all our membership. You can review the Pay Equity Maintenance Evaluation by clicking on [Pay Equity](#). Then click on CUSSU, ACUMAE, CUPEU, TRAC and non-unionized employees.



Awareness, Armed Intruders by Donna Fasciano

At our Inter-Union Council (IUC) meeting in September we had guest speakers Viviane Namaste, Professor and Researcher at Concordia's Simone de Beauvoir Institute and Brigitte Boutet, Emergency Preparedness Manager - Campus Safety and Prevention Services who gave a presentation on safety initiatives and awareness, called [Awareness, Armed Intruders](#).

She asked all the Union Heads present at the meeting to spread the word on this awareness with their constituents. If you are interested, there will be two upcoming training sessions, both online: Friday, November 28th, 2 pm - 4 pm and Thursday, December 11th, 2 pm—4pm. If members are interested, you can register for a training session in My Learning. If you have any additional questions, please reach out to [Viviane Namaste](#). If you are also interested in receiving the document on Awareness on Armed Intruders: go to The Concordia University Model document and click on the link. The document is also available in French.



Tis the season to be jolly and time is ticking. The CUSSU Holiday Party sub-committee has started meeting to plan for our 2025 Party. Before we could choose a venue, we asked our members to fill out a survey indicating which day of the week and what week they would like to have the party. The survey was sent out to our members on October 27, 2025. Results of the survey: majority chose Thursday as the day and chose the week of December 8th – 12th.

The **CUSSU Holiday party** will be held on **Thursday, December 11, 2025 at Reggie's Pub**, Hall Building from 5:00pm to 9:00pm. There will be lots of fun! A live DJ to dance the night away; door prizes; a 1/2 and 1/2 raffle benefitting Dans La Rue (don't forget get to bring cash if you want to participate).

If you have not reserved, please [follow this link to RSVP](#). We'd love to know if you will be attending or not, so kindly take the time to let us know by the **deadline, which is December 5th**.

Cheers from the Holiday Sub Committee; Aneil Mehta, Gabriella Pedicelli, Jose Medeiros, Helene Medeiros, and Donna Fasciano.

National Day of Remembrance and Action on Violence Against Women by Christabell Moyo

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, when fourteen women were massacred and ten injured in the name of “fighting feminism”.

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

This day falls within the 16 days of Activism against Gender-Based Violence (November 25 to December 10) and gives us 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. Hence, many people in Canada continue to face violence every day because of their gender, gender expression, gender identity or perceived gender. This is referred to as gender-based violence (GBV) and it is a violation of human rights. “Everyone has the right to live free from violence.”



Together we can change the world and make it a better place to live peacefully with one another.

<https://www.unwomen.org>

<https://women-gender-equality.canada.ca/en/commemorations-celebrations/16-days/national-day-remembrance.html>

<https://www.quebec.ca/en/family-and-support-for-individuals/violence/conjugal-violence>

<https://www.canada.ca/en/women-gender-equality/gender-based-violence/intimate-partner-violence.html>

<https://canadianwomen.org/the-facts/>

CUSSU in the Kitchen

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

Cauliflower & Celery Root Soup Submitted by Anastasia Rebelos



INGREDIENTS:

- 1/4 cup good olive oil, plus extra for serving
- 2 chopped, yellow onions
- 2 cups (1-inch-diced) celery root
- 2 cups (1-inch-diced) fennel, core & stalks removed
- 2 pounds (1 medium) cauliflower, cored & cut into florets
- 2 cups good chicken stock
- Kosher salt
- 2 tbsp heavy cream

FOR TOPPING:

- Homemade croutons *or store-bought, whatever!
- Chopped fresh chives

Heat the olive oil in a heavy-bottomed pot or Dutch oven; add the onions and saute over medium-low heat for 8-10 minutes, stirring occasionally until tender, but not browned.

Stir in celery root and the fennel and saute for 5 minutes, stirring occasionally.

Add the cauliflower, chicken stock, and 2 tsp of salt. Bring to a boil, lower heat, **cover** and simmer for 25-30 minutes, until vegetables are very tender.

Add 3 cups of water, bring to a boil again and lower the heat to simmer **uncovered** for 20 minutes.

Turn off the heat. Using a hand blender, puree the soup directly in the pot until very smooth. Stir in the cream and add 1-2 tsps. of salt, depending on the saltiness of the stock.

Reheat the soup over medium-low heat. Ladle into soup bowls, sprinkle with croutons and chives, and drizzle with fresh olive oil. Serve hot.

HOW TO REACH US

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cussu.grievances@concordia.ca

President cell: 438-865-0756

Executive Committee Members

Donna Fasciano - President

Rowan Somerville - Interim 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

December 4, 2025 - The National Day of Remembrance and Action on Violence Against Women — CUSSU Coffee Break (9:30–11:15 am)

Loyola Campus

HU 115/115-01

SGW Campus

MB 2.130

December 11, 2025 — CUSSU Holiday Party — Reggie's Pub, Hall Building — 5:00 to 9:00pm

University Holiday Closure: December 24, 2025 to January 2, 2026

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 Gabiella Pedicelli ext. 4566 Anastasia Rebelos ext 3610	LB Building contacts Stuart O'Driscoll ext. 3483 Helene Medeiros ext. 2435 Aneil Mehta ext. 2653	MB Building contact Christabell Moyo ext. 2982 Larissa Dutil ext. 4750
FG Building contact Sheri Bernier ext. 2029	GM Building contact Michel Erkcic ext. 4906 Donna Fasciano ext. 2530	Loyola Campus contacts Vidya Khan ext. 3702 Karen Holder ext. 2223 Daniel Amico ext. 4239 Amanda Rosen ext. 2222 Rowan Somerville ext. 4462
FB Building contact Jose Medeiros ext. 2643 Faith Howard ext. 8565	Hall Building contacts Bo-Kyung Kim ext. 7327 Jenn Srey ext. 2051 Kelly Routly ext. 3901	
Annexes contacts David Babcock ext. 4141		