



**CUSSU  
SESUC**

# **CUSSU NEWSLETTER SPECIAL SUMMER EDITION Volume 9, Issue 3—August 2017**

## **CHANGES TO CUSSU EXECUTIVE**

Over the summer Jian Jiao has resigned as Treasurer. Vidya Khan has graciously stepped in to assume the Treasurer’s duties until elections will be held at the next Annual General Meeting in the Fall.

The CUSSU Executive and Union Council thank Jian for her service over the past years.



## **CUSSU NOW HAS A FACEBOOK PAGE**

If you are on Facebook and would like to join the group please search CUSSU—Concordia University Support Staff Union. If you do not have Facebook do not worry as all important information will still be sent by email or internal mail.



## **Medical Notes**

If you are asked by your supervisor to provide a medical note for your absence(s), the note should be given to HR only. As the note may contain a medical diagnosis it should be held in confidence between HR and yourself. There are members who have been asked to provide a medical note for each absence. The only rare exception to this request would be if the illness is such that the member is so incapacitated that they cannot leave their home to go to a medical clinic. If this happens the member needs to immediately contact their supervisor. The supervisor cannot ask the member to get a medical note after the fact. If you are asked to do this please contact the Union Office as this request lends itself to medical ethics issues.





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To our 23 members who have taken the Voluntary Retirement Package (VRP) and the 2 members who left under the CUSSU retirement article, we wish you a happy, healthy and wonderful retirement. Enjoy, you earned it!

### **Ode to Retirement...**

Happy retirement days are here at last.  
The days of toil and stress are long past.  
I worked almost all my life so that I can play.  
Do I want to go back to work?  
Absolutely, no way!  
— Dave Erhard



### **JUNE 1ST STEP INCREASE**

Every June 1<sup>st</sup> any member who has not yet reached the top of their pay scale should receive a Step Increase. This year we had two members come forward who either did not receive their step increase from the previous year or for this year. Please check your pay stub in Empath to make sure that you have received your step increase. If you are unsure of what you need to look for and need help please contact the Union Office.



### **APPLYING FOR A CUSSU POSITION?**

There have been a number of job postings for CUSSU positions at Concordia and the Union would appreciate it if members would let us know when you apply for a position and/or by giving HR permission to advise us. Rest assured the Union Executive will keep your appli-

cation in confidence. We ask you to do this as we need to look at the number of external hires that are being employed in positions that perhaps should be going to our members with the most seniority who meet the qualifications for the position. Please help us protect those jobs that should rightfully go to our members who deserve to move forward.



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### EXECUTIVE COMMITTEE

**President:** Donna Fasciano

**VP General:** Derek Page

**VP Grievance:** Laurel Leduc

**VP Health & Safety:** Karl Stamp

**VP Information:** Jennifer Muir

**Treasurer:** Vidya Khan (interim)

**Secretary:** Filomena De Genaro

**VP Women’s Issues:** Vidya Khan

### CUSSU WEBSITE

Union Executive is aware that there is a problem with the CUSSU website. We are currently working on a new and improved one. We hope it will be ready shortly. In the mean time if you need any information from the website please let us know. We are sorry for the inconvenience.



**Oops!  
Website Down**

### GRIEVANCES BEING WORKED ON

Statistics for CUSSU Grievances 2017 - To date we have filed 21 grievances on behalf of our members. The Grievance and Labour Relations Committees are working diligently on your behalf.

ARTICLE	TOTAL
11—Seniority	1
15/38—Job Posting, Selection & Movement of Personnel / Classification & Wages	11
19—Disciplinary Measures	5
27—Vacation	2
29—Leave Without Pay	1
39—Temporary Employee	1
Outstanding Grievances from Previous Years	11
<b>TOTAL</b>	<b>32</b>
Withdrawn—2017	2
<b>TOTAL OPEN GRIEVANCES</b>	<b>30</b>

### SUBMIT YOUR PENSION DECLARATION FORM

This is a friendly reminder to fill out and submit your pension declaration form and bring it to HR before Friday, September 29, 2017. If you do not hand in your form, you will automatically be enrolled in the pension plan as an accruing member. As of January 1, 2018 the new pension plan

will begin and you will be paying 45% of the plan. If you have any questions relating to the pension the Benefits department in HR will be happy to answer your questions. You can reach them by either calling ext. 4351 or send an email to [pension2018@concordia.ca](mailto:pension2018@concordia.ca)

