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News from the Executive

Pay Equity Maintenance

It was brought to the attention of CUSSU by the CSN that the University did not implement the Pay Equity Maintenance exercise correctly. CUSSU is currently working with the University to resolve this issue. Once CUSSU has more information we will inform you.

day, November 29, 2016.

CUSSU has not met with the University since because of an error with how the Pay Equity Maintenance was implemented. Once this issue is resolved Negotiations will resume. CUSSU hopes that this will be soon. There are only monetary demands left.

sure HR date stamps it and get a copy for your files) the green Pension Declaration Form before September, 29 2017. If you do not fill it in and send it back you will be automatically enrolled into the Pension and there is no getting out. If you still need more time to think about it you can select Not Accruing Service and then enroll January 1st of another year.

Negotiations

The last Negotiation meeting took place on Tues-

Pension

Please make sure to fill in and hand delivery (make

Domestic Duties by Filomena De Gennaro

Here is a list of what CUSSU members should recognize as “Domestic Duties” that they should not be asked to do as part of their job. Please remember that you cannot be penalized by the employer if you do not perform these duties.

- 1) Sweeping or mopping
- 2) Cleaning or dusting
- 3) Washing and drying dishes
- 4) Serving coffee, tea, etc.
- 5) Vacuuming
- 6) Emptying the garbage
- 7) Cleaning windows or blinds



News From the Council by Arlene Zimmerman

New Executive and Council Members

We welcomed the new Executive and Council members at the meeting of March 23, 2017. We welcomed Sheri Bernier, Sandra Cochrane, Kathy Carey and Jose Medeiros

into Council and Laurel Leduc, Karl Stamp and Vidya Khan into Executive.

March 8th International Women's Day

CUSSU's event took place in the LB Atrium (SGW) and CI-Atrium (LOY). The event was well attended, 13 members

at LOY and 95 members at SGW. Everyone enjoyed the change of menu which included fruit trays and sweets.





Contributors to this Newsletter

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What’s in a Username? by Laurel Leduc

As per the policies set forth by Concordia University’s Policy on Computing Facilities, **“A computer username and password is intended for the exclusive use of the person to whom it is issued. Sharing of usernames and passwords amongst authorized persons (i.e. the use of group accounts) is strongly discouraged. Sharing of usernames and**

passwords under any other circumstances is forbidden. All responsibility for the use of an account shall be borne by the person to whom a username is initially issued.”

You supervisor is not at liberty to request that you provide your user name and password to them at any time. There are generic email accounts that the department has for which

a number of the staff members are privy to, however this is the extent to which a user name and password is to be shared. Your user name and password are strictly confidential.



Employee Assistance Program by Vidya Khan

“You cannot pour from an empty cup, take care of yourself first.”

The EAP is an employee managed program consisting of representatives from association and union representatives, with resource personnel approved by the committee. Please refer to university policy – HR – 24.

As of February 1, 2017 **Homewood Health** became our new health and wellness service provider, a voluntary and strictly confidential service for eligible employees and their family. Some counselling services include: couple and family counselling, per-

sonal and work related stress, caring for elderly family members, anxiety, depression, life transitions, anger, substance abuse, bereavement, violence, abuse and trauma.

As we face the loss of our colleagues yet again through the VRP exercise, the EAP is there to assist with the challenges ahead. Counselling services are offered by telephone, online and in-person, accessible 24/7, even while on summer vacation. For longer term, counselling and referrals are provided.

Please visit the Homewood Health website where you will be re-

quired to choose a Login and Password to access services or call at:
1-800-663-1142
(English Services)
1-866-398-9505
(French Services)

Also see the frequently asked questions and more information on the EAP website through CSPACE.

Because improving your life and well-being, is in your hands!

A special thank you to Donna Fasciano for her hard work on this committee over the years.



Article 36 — Sick Leave by Laurel Leduc

A number of members are under the impression that we are entitled to 88 sick days per year under Article 36. This is completely false.

Article 36 – Sick Leave under the CUSSU Collective Agreement is to compensate for the loss of salary in the event a member cannot perform their normal duties as a result of sickness, or accident, other than an occupational injury (CSST). Sick Leave, under Article 36, is not sporadic days taken here and there for an accumulated amount of four (4) months and/or what would amount to 88 work days per year. (Article 36.02) What is sickness? An example can be cancer surgery with follow-up treat-

ments, knee replacement surgery, stress leave, etc. Take a moment to familiarize yourself with Article 36 it is very clear in its intent.

What is the number of acceptable sick days an employee can take per year? The majority of employers do not have a number set in stone. An employer who publishes a set number of acceptable sick days per year can expect that their employees will take their number of allotted sick days in each given year. Some companies offer yearly bonuses for those employees who do not use their sick days. A very well-known Canadian company allows its employees only five (5) paid sick days per year. After five days

the employees' salary is deducted for each additional day taken or they can use their vacation days.

2016 Statistics Canada posted the national average at 7.8 days taken for illness or disability.^[1] Quebecers had the highest number of days taken at 10.4.

What is the number of sick days CUSSU members may take per year? It might be a safe bet not to go too far over the national average.

[1] <http://www.statcan.gc.ca/tables-tableaux/sum-som/101/cst01/labor60b-eng.htm>



Moving?

We all hate moving... With infinite things to remember, like changing your address in dozens of places, it can get tedious! But please remember to update CUSSU if

you are moving. If you change positions, go on a temporary assignment, leave of absence, study leave, or if you leave the university permanently, please let us know. Email,

telephone, snail mail, or carrier pigeon will work. It is important for CUSSU to be able to keep track of our members' movement in order to protect the positions.



University Holidays & Closures for 2017-2018

- Fri. June 23, 2017
- Fri. June 30, 2017
- Mon. Sept. 4, 2017
- Mon. Oct. 9, 2017
- Fri. Dec. 22, 2017
- Mon. Dec. 25, 2017
- Tues. Dec. 26, 2017
- Wed. Dec. 27, 2017
- Thurs. Dec. 28, 2017
- Fri. Dec. 29, 2017
- Mon. Jan. 1, 2018
- Tues. Jan. 2, 2018
- Wed. Jan. 3, 2018
- Fri. Feb. 23, 2018
- Fri. Mar. 30, 2018
- Mon. Apr. 2, 2018
- Mon. May 21, 2018

SUMMER HOURS

- Fri. June 9, 2017
- Fri. June 16, 2017
- Thurs. June 22, 2017
- Thurs. June 29, 2017
- Fri. July 7, 2017
- Fri. July 14, 2017
- Fri. July 21, 2017
- Fri. July 28, 2017
- Fri. Aug. 4, 2017
- Fri. Aug. 11, 2017





How to Reach Us

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Website: www.cussu.org
Sharon McLean is in the Union Office every Wednesday from 8:30am to 3:30pm

Executive Committee

Members

- Donna Fasciano - President
- Derek Page - VP General
- Laurel Leduc - VP Grievance
- Filomena De Gennaro - Secretary
- Karl Stamp- VP Health & Safety
- Jennifer Muir- VP Information
- Jian Ying Jiao - Treasurer
- Vidya Khan- VP Women’s Issues



UPCOMING EVENTS

CUSSU SUMMER BBQ

Date: Friday, June 9, 2017
Time: 1:00pm— 4:00pm
Location: Grey Nuns Garden



Questions, Complaints, Issues, etc.

If you have any questions, complaints, issues, etc. please send an email to cussu@concordia.ca or leave a voicemail at the Union office at ext. 8644. Please allow a delay of a few days for a response.

News from Members

Have suggestions or ideas for the newsletter?

Email us at cussu@concordia.ca



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.

The Executive seeks to support and assist you, our members, by keeping you informed of any new developments in the University. Newsletters are published four times per year.

The newsletter is sent to all members as a benefit of membership. It is also posted on the cussu.org web page. We encourage our members to visit the CUSSU website when each new issue of the newsletter is posted.

