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EDITORS

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to you by

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HOW TO CONTRIBUTE

If you have ideas or articles
you would like to contribute
to the next edition of
'CUUSS Words' please
contact us at
CUUSS-TS@concordia.ca



Concordia University Union of Support Staff - Technical Sector (CSN)

N E W S L E T T E R

Welcome to the Winter Holiday Special 2024 of CUUSS Words!

If you have been working at Concordia for a long time you may remember previous editions from a few years ago. The goal is to produce a newsletter every 3 months.



Holiday Party Report

The Holiday party took place at Hurley's Irish Pub on December 13th, 2024. The party was a great success, with around 70 technicians making their way out to celebrate.

The union would like to extend a huge thank you to Aaron from Hurleys, as well as Johnny O'Neil and Mila Anohima from the Social Committee for all their hard work in organizing. Happy Holidays!

Liz Xu

Summary of Annual General Assembly on October 17th, 2024

More than 40 members gathered recently for this year's General Assembly.

The budget for the next year was approved and the social committee fund was increased.

Executive vacancies for 1st VP and Treasurer were filled. Thanks to Brinthan Gunaratnam for accepting the nomination for 1st VP and thanks to Erik Huang for accepting the nomination as

Treasurer. Thanks also to Philippe Côté and Paul Eifert for their service as past VP and Treasurer.

The process of incorporating casual/timesheet members onto our pay scale as Assistant Technicians and beginning to pay the new wages and backpay is still ongoing. If there are any problems or concerns with reclassification once they have been actioned, they should be reported to the union.

Simon Deverson

Summary of Union Delegate Training on November 18-19th, 2024

Around 12 members attended the training, which was given by our CSN advisor Sandrine Dessureault. The training covered the structure of our union and the grievance process. The goal of this training was to encourage members

to become more involved and perhaps become an area representative – if this is something that sounds interesting to you, please reach out to the Union Executive.

June McIntyre

Do you have a copy of your Job Description?

As an effect of the recruitment freeze, and as our colleagues either move to jobs outside of Concordia or retire, there is a concern that workloads for our remaining members will only increase.

The first step to prepare for this possibility is to compare your daily tasks to your job description, and if they are different, to start having conversations with your supervisor

and mentioning the situation to your Area Representative.

If you cannot find your Job Description, you may need to contact Concordia and ask for a copy. Please reach out to their Compensation team for this at compensation@concordia.ca.

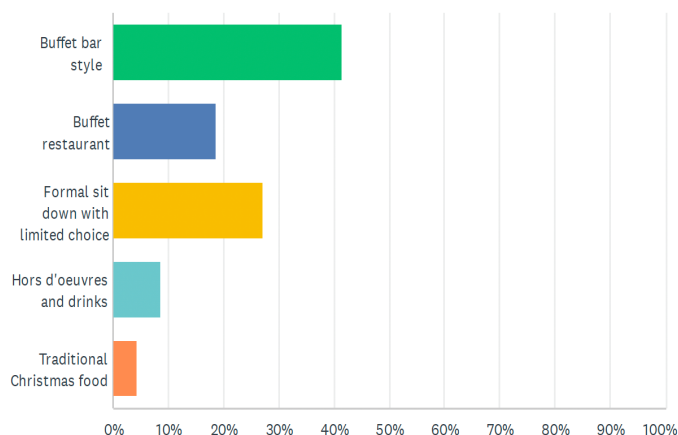
Simon Deverson

We heard from you!

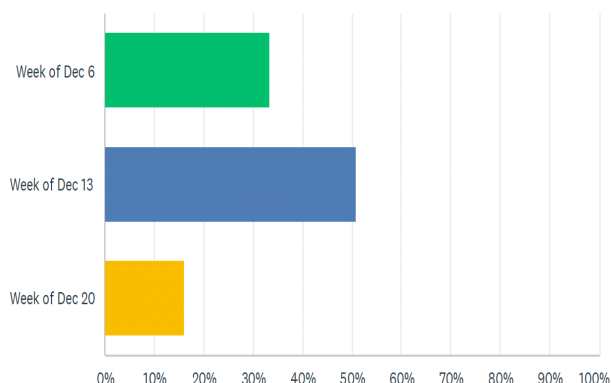
A big thank you to all those who responded to the recent survey from the Social Committee about the Christmas party. Some of the results were as follows:

Q2 Would you prefer a buffet or a sit-down meal? Q4 Which week in December would work best for you to attend the Christmas event?

Answered: 70 Skipped: 0

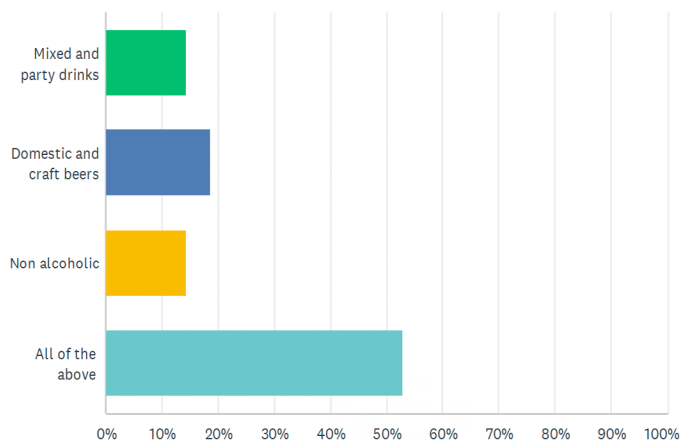


Answered: 69 Skipped: 1



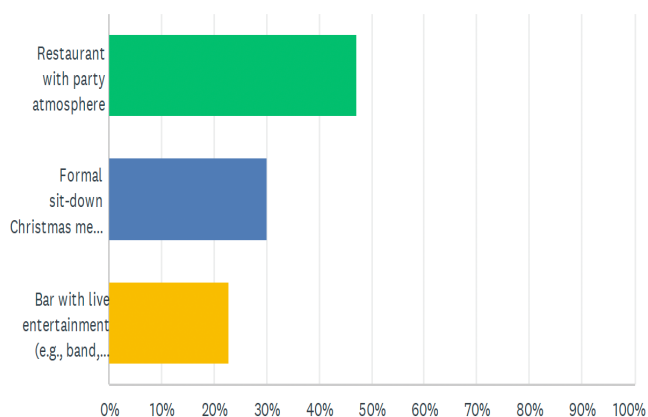
Q7 What kind of drinks do you prefer?

Answered: 70 Skipped: 0



Q1 What kind of venue do you prefer for our Christmas party?

Answered: 70 Skipped: 0



Are you following us on Social Media?

For more updates, follow us on Instagram @cuuss.ts and join our group on Facebook at <https://www.facebook.com/search/top?q=cuuss%20ts>

Memo to Members

Please note that from now on, the union will no longer be using its telephone number, 514 848 2424 x 8648. If you need to get in touch, you're welcome to reach us at cuuss-ts@concordia.ca, or reach out to any of your executive members on Teams.

Liz Xu



In Solidarity - Concordia Labour News

CUPEU votes to accept agreement in principle with Concordia

We would like to congratulate Concordia University Professional Employees Union (CUPEU) on their successful strike between September 4th and 12th,. All day every day over the course of two weeks CUPEU members picketed the campuses, making their presence felt. . The new collective agreement includes specifics surrounding how many days and

who would qualify for hybrid work. Any benefit provided by management that is not protected by the collective agreement is subject to be pulled at any time and we applaud CUPEU for fighting for their membership's hybrid working rights.

June McIntyre

CREW Union rallies for \$45/hour

Concordia Research and Education Worker's Union (CREW), Concordia's TA and RA union are currently in negotiations for a new Collective Agreement. CREW is the largest of the several staff unions at Concordia and is currently the only one in negotiation. Recently on November 7th, members held a rally to mobilize for their demand of a \$45/hr wage. TAs and RAs at Concordia earn

considerably less than the same positions at other Universities. We encourage our members to attend these actions and support our fellow workers in their struggle.

Simon Deverson

The Global Front - Labour at Large

Will the Canada Post strike be over soon?

After four weeks on strike, Canadian Union of Postal Workers (CUPW) workers have been ordered back to work. The government has invoked section 107 of the Labour Code, and are asking the Canada Industrial Relations Board (CIRB) to order the workers back until May 2025.

Being forced back to work rather than completing the negotiation process is considered anti-democratic by many. CUPW put out a statement on Friday December 13th:

“The Union denounces in the strongest terms this assault on our constitutionally protected right to collectively bargain and to strike.

“This order continues a deeply troubling pattern in which the government uses its arbitrary powers to let employers off the hook, drag their feet, and refuse to bargain in good faith with workers and their unions.”

CUPW is fighting against the “gigification” of a public service. Workers are driven by attacks to the pension fund and an even more aggressive push toward casual work. The full list of demands can be found on the union’s website.

If you want to support CUPW workers and their struggle against back-to-work legislation, visit a nearby picket line! (e.g. 4944 Decarie Blvd, near Snowdon metro).

You can also write to the CEO of Canada Post and tell him that you denounce back to work legislation and that Canada Post cannot cut its way to growth. Use this form on the CUPW website: <https://www.cupw.ca/en/campaign/resources/support-cupw-negotiations-canada-post>

June McIntyre

Updates From Amazon



Photo from Montreal Amazon Workers Union website

In a hearing at the Tribunal administratif du travail, Amazon was unsuccessful in its attempts to overturn the unionization drive, that was held earlier this year.

The Laval Amazon Workers Union is a union affiliated with the Confédération des syndicats nationaux (CSN) that represents workers at the DXT4 Amazon warehouse in Laval.

Some CUUSS-TS Members had the chance to meet these organizers in a recent training, and familiarize ourselves with their struggles.

June McIntyre & Simon Deverson

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PATY FOUGUE



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