

# CUASA COMMUNIQUE

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## SOCIAL CONTRACT EFFECTS 1994-95

*Shirley Mills, President*

R.A. Brown, Director of Personnel, has just contacted CUASA re the anticipated 1994-95 Rae Days required during the period April 1994 through March 1995 to be taken by members of CUASA earning in excess of \$30,000 per annum.

Based upon the value of one CUASA day at \$216,577, he has indicated the required number of Rae Days under the Local Agreement for 1994-95 at **5.0**. Calculations include the distribution of 1994/95 "pension savings" including an additional \$500,000 in pension funds which have been made available as a result of the increased excess surplus.

According to the information supplied, the April payroll will reflect the commencement of the smoothed deduction for Rae Days as well as the reduced pension contribution for employees who are members of the plan.

Representatives of CUASA will be meeting with members of the administration to review this information and to adjust the calculations to include any reconciliation of the 1993/94 Rae Days as a result of the "actual" pension savings. This will be done as soon as the final information is available for March 1994.

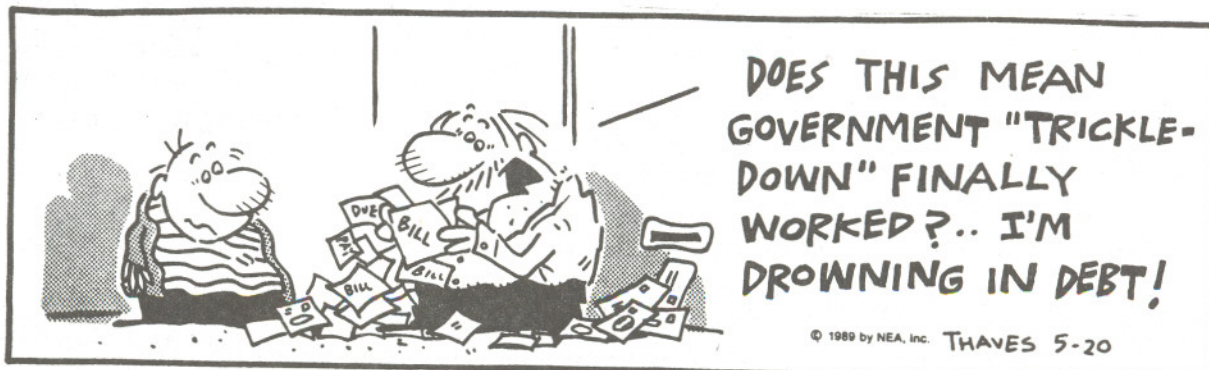
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## Frank & Ernest





## REPORT FROM CUASA'S STATUS OF WOMEN COMMITTEE

by Deborah Gorham

CUASA's Status of Women Committee, reconstituted a year ago, has been considering CUASA's role in relationship to the issue of sexual harassment. We have examined the university's sexual harassment policy; informed ourselves about the labour movement's thinking; heard from Alistair Tilson and Pat Finn about CUASA's procedures; and from Nancy Adamson, Co-ordinator of the Status of Women at Carleton, about the university's sexual harassment policy.

We have attempted to seek opinions from CUASA members and provide opportunities for CUASA members to gain information about this important and difficult issue. On November 5, 1993, we sponsored a workshop 'CUASA and Sexual Harassment: Facing up to the Challenge'. The 35 people who attended the half-day event heard from workshop leader Professor Janice Newson, Department of Sociology, York University. Jan, active in the York University Faculty Association since 1975, has extensive experience with status of women issues within the context of academic staff unions. In a panel discussion, CUASA members Mark Langer, Irwin Gillespie and Peter Swan discussed the issue of sexual harassment from a male perspective. We also saw a recent film on sexual harassment produced at the University of Western Ontario.

The workshop encouraged frank and open discussion. Jan Newson emphasised first of all, that sexual harassment is a serious problem at all Ontario universities, including our own; that the great majority of harassment cases involve a male perpetrator and a female victim; that sexual harassment must be understood in the context of continuing discrimination against women. But she also emphasised that anyone accused of sexual harassment has a right to a fair hearing, and that CUASA must ensure that due process is observed.

But should defending its members be CUASA's only role in relation to sexual harassment or the wider issues of sexism and other forms of discrimination? At our November workshop, Jan Newson said academic staff unions should go beyond such a narrow, defensive position, and represent the points of view of the minority groups within the union. This means

speaking out against all forms of discrimination against women.

Four months after our workshop, questions concerning possible conflicts between policies to prevent harassment and discrimination, and the university community's commitment to freedom of speech are very much in the news. We believe CUASA should play a role in resolving these conflicts, or at least in clarifying the issues. Since the early 1980's, at most universities, including Carleton, university administrations have taken the lead in framing policies concerning specific issues such as sexual harassment and wider issues like sexism, racism or discrimination against disabled students and employees. Now, the provincial government is attempting to influence university policy in this regard. In recent weeks, there has been much controversy over the Ontario Ministry of Education and Training's document 'Framework Regarding Prevention of Harassment and Discrimination in Ontario Universities'. While it is clear that 'Framework' is a set of guidelines and the Ministry cannot create policies for universities, which the Ministry recognises as 'legally autonomous', many faculty members at Carleton and elsewhere are nonetheless troubled by the Ministry's attempt to direct university policy.

Maybe faculty should now take the lead, instead of simply responding to other constituencies within the university community. As a group, academic staff can speak out *for* freedom of speech and *against* all forms of discrimination. We ought to assert the norms of appropriate conduct between faculty and students rather than allow other 'stakeholders' to speak for us.

Your CUASA Status of Women committee would like to know what you think. We'd particularly like to hear from women members of CUASA. What issues concern you. What issues would you like to see CUASA's Status of Women Committee take up in the coming months?

### CUASA Status of Women Committee:

Deborah Gorham, Department of History, Chair  
Elinor Burwell, Department of Psychology  
Frances Montgomery, Gov.Docs., Library  
Pauline Rankin, School of Canadian Studies  
Peter Swan, Department of Law