

Re: UBC Sexual Harassment Report:

My concerns with sending representation to sit on this committee are as follows:

1. The University intends to "negotiate out" any existing sexual harassment language in UBC-CUPE collective agreements.

This would make CUPE members subject to the tribunal set up under the terms of the report. I do not feel that this tribunal would adequately provide for the needs of our members because:

- a) While there is an appeal, the appeal could fail, and nothing then could be done for our member.
- b) The fate of our member would be subject to members of the tribunal of whom we know very little (or would know very little), and who do not know us.
- c) Under the collective agreement, sexual harassment offences are grievable, which they would not be if we joined the UBC group. We have more rights under our collective agreement than the report provides, and furthermore, we have the control.
- d) I personally do not like vigilante tribunals. There is an existing justice, grievance and arbitration procedure in place and that is how we should deal with grievances, not isolated committees on specific issues.

I recommend NO to this committee, and I have accordingly drafted this letter to go to the President.

I might add that I ran this by Joe, and Ken Andrews at CUPE 116, and we all feel that we have better language than the report provides, and that we might compromise our members or our philosophy if we tangle with the University.