

# Harvard Union of Clerical & Technical Workers

## Top 20 Accomplishments

May 17, 1988 –  
May 17, 2007

1. **Union Week** – all Harvard staff have paid time off December 26-31, every year.
2. Typical HUCTW member's **salary increases 145%** from 1989 to 2007
3. **Work Security** – laid off staff receive up to 6 months of continuing pay and benefits, and preference in hiring for all open Harvard jobs.
4. **Union Education Fund** supports workers in learning, Tuition Assistance Plan is improved, HUCTW negotiates paid time off of work for taking classes.
5. HUCTW pioneers financial assistance for **child care** costs, adds adoption assistance and teen academic enrichment. Funding for 2008 is \$1.1 million.
6. After a two-year struggle, HUCTW wins **fairness for long-term "casual" workers** with no benefits. About 500 "casuals" get cash settlements and move into union jobs.
7. HUCTW negotiates creation of new union job classifications in **higher salary grades 54 and 55**. In 2007, there are 1,200 members of our union in grades 54-55.
8. **Domestic Partners Health Care** – HUCTW convinces Harvard to provide family health coverage for gay and lesbian domestic partners.
9. Union cuts in half the employee contribution for **health care**, from 30% to 15%.
10. Union negotiates for **Short-Term Disability** program, continuing pay for up to six months when a staff member is unable to work due to illness or injury. Previously there was no plan.
11. For the first time, HUCTW and Harvard agree to **paid parental leave** for birth mothers, and later for fathers and adoptive parents.
12. **Progression increases** solve the problem of salary compression, by ensuring that long-term employees move up through the top of their pay grades.
13. Innovative and constructive **problem-solving** process allows hundreds of members each year to resolve grievances and disagreements with union support and advice.
14. HUCTW fights to preserve full **health benefits for part-time employees**, and succeeds.
15. In **Joint Councils** and "**New Work Systems**" projects, union members have a full, equal voice in departmental policy-making and in redesigning their jobs.
16. With strong, clear language in the Agreement supporting flexibility, hundreds of union members negotiate **flexible and alternative schedules**.
17. A new **rental housing transition loan** provides up to \$2,500 at 0% interest, for union members moving into a new rental housing arrangement.
18. After 10 years service, may **roll over some vacation time to a Taxed Deferred Annuity**.
19. Health care **co-payment re-imbursement program** for doctor's visits and prescriptions.
20. Many **joint-union management committees** meet in order to continue making progress on various issues: Housing & Transportation, Life Cycle Benefits, Learning & Career Development, Job Reclassification, and Work Security.

## 19 Years of Standing Strong

