

Harvard Union of Clerical & Technical Workers

Top 20 Accomplishments

1. **Union Week** – all Harvard staff have paid time off December 26-31, every year.
2. Typical HUCTW member's **salary increases 188%** from 1989 to 2012.
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 2012 is \$1.3 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, 55, and 56**. In 2012, we have more than 1,800 union members in grades 54-56.
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 cost for **health care** from 30% to 15%.
10. Union negotiates for **Short-Term Disability** program, continuing pay and benefits 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, ensuring that long-term employees move through their pay grades.
13. Innovative and constructive **problem-solving** 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 other **local joint structures**, 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. **Zero interest loan programs** provide up to \$1,000 or \$2,500 for union members moving into a new rental housing arrangement, moving into a new house, or facing a home emergency.
18. After 10 years of service, members may **roll over some vacation time to a Tax Deferred Annuity**.
19. Health care **co-payment cap and reimbursement program** for doctor's visits and prescriptions.
20. **Joint union-management committees** meet to make progress on issues: Learning & Career Development, Housing & Transportation, Job Reclassification, and Work Security.

24 Years of Standing Strong

