



JOINT STATEMENT

Harvard University and the Harvard Union of Clerical and Technical Workers (HUCTW) have entered into negotiations on a new Agreement as a successor to the current contract, which expires June 30, 2010.

Throughout the winter, Union leaders and Harvard Labor Relations officials met informally to design a negotiations process. The resulting process is based on the parties' shared hopes for honest and productive interchange leading to a mutually-beneficial Agreement.

As in other negotiations between HUCTW and Harvard, the parties have expressed a shared commitment to careful listening, reliance on factual data, reasoned discourse, and avoiding unnecessary antagonism. We are confident that skills and relationships built over many years of union-management collaboration will serve us well in a challenging negotiating environment with some negative external factors.

The agreed-upon negotiation structure includes a Main Table, to concentrate on economic issues, and five Working Groups focused on policy questions of mutual interest and providing options and ideas for consideration and integration by the Main Table. The five Working Group subjects are:

- Article I and Employee Participation
- Bargaining Unit Questions
- Career Mobility
- Layoffs and Work Security
- Mutually Beneficial Cost Savings

University and HUCTW negotiators (listed below) have taken part together in training sessions on effective negotiation and Union-Management partnership. The parties have also agreed to have mediator Roberta Golick available to assist at any point in the process.

For more information about any aspect of the negotiations, please contact Main Table co-chairs Bill Jaeger or Marie Manna for HUCTW, or Bill Murphy or Polly Scannell for the University.

Main Table

University	Union
Bill Murphy (co-chair)	Bill Jaeger (co-chair)
Polly Scannell (co-chair)	Marie Manna (co-chair)
Keith Collar	Carrie Barbash
Lauren Degley Feldman	Gloria Buffonge
Jennifer Dilts	Laura Ebenstein
Rebecca Graham	Scott Lozier
Russ Porter	Connie Smith
Jesse Souweine	Lovita Strain
Julie Stanley	Donene Williams
	Tasha Williams
	Kate Zirpolo Flynn

Article I and Employee Participation

University	Union
Pamela Massey (co-chair)	Rachael School (co-chair)
Tim Bowman	Bill Jaeger
Lauren Degley Feldman	Adrienne Landau
Rebecca Graham	Lesley Schoenfeld
Bill Murphy	Ann Sjostedt

Bargaining Unit Questions

University	Union
Bill Murphy (co-chair)	Bill Jaeger (co-chair)
Mary Maloley	Jennifer Heath
Chris Schumann	Margaret Moore de Chicojay
	Pam Mullaney

Career Mobility

University	Union
Donna Scally (co-chair)	Randi Ellingboe (co-chair)
Pam Burton	Steve Sweeney
Kevin Dolan	Lynn Wang Delacey
Karen Woodward Massey	Harvey Willson

Layoffs and Work Security

University	Union
Mary Straub (co-chair)	Ann Sjostedt (co-chair)
Ellen Carpenter	Peter Berry
Jessica Cronin	Shamim Morani
Lauren Degley Feldman	Tasha Williams

Mutually Beneficial Cost Savings

University	Union
Mike Loconto (co-chair)	Donene Williams (co-chair)
Vaughn Abraham	Laura Ebenstein
Rebecca Chetham	Linda Kluz
Ed Kleifgen	Mike Piantigini