

HUCTW Update

to HUCTW Members and the Harvard Community



June 24, 2009

As a follow-up to yesterday's University announcement about staff layoffs and the resulting media coverage, HUCTW leaders want to convey several important ideas.

- The total number of layoffs cited in the University's announcement is potentially confusing. In many Harvard units, union-management consultation about proposed layoffs is continuing; new and creative ideas on alternatives to job elimination are emerging every day. The number of layoffs that management is proposing has decreased in each of the past three weeks as a result of those ongoing negotiations.
- A wide variety of situations are being described as layoffs, when some should probably not be counted as such. Some union members are actually being laid off, but a significant number of those counted as layoffs are being notified initially that their jobs are eliminated, and are simultaneously offered opportunities to continue in comparable, open staff positions. Some of those facing layoff are volunteers who already had plans to leave their jobs for a new professional or academic direction. There are, unfortunately, some actual layoffs, but we hope to place all of these people in open jobs at the University (see below). At the same time, the number of true layoffs among HUCTW members is certainly lower than was suggested in yesterday's communications. Our Union will offer a more detailed analysis of the impact of current events in the very near future, when we have concluded important consultative processes.
- HUCTW is determined to work with our members and the management in Harvard schools and departments to place staff members facing layoff into currently open jobs at the University. Approximately 70 HUCTW jobs have been posted around the University in the past month. We know from ongoing conversations that a number of Harvard schools have additional jobs held (funded but not yet posted) as opportunities to place laid-off staff. If we all work together creatively and diligently it is quite possible for most or all of the union members facing layoff to be placed into open Harvard jobs.
- The layoff and Work Security benefits available to HUCTW members facing layoff are more generous than those described in the recent University communications. In addition to 60 days of notice, union members facing layoff are entitled to strong preference in hiring for open Harvard jobs and continuation of full salary and all benefits for up to six more months if they are engaged in an

active job search. For complete and detailed information about our Union's negotiated Work Security program, please view our previous communication at http://www.huctw.org/readings/OL/20090508_OL_economy_5.pdf or call HUCTW at 617-661-8289.

We are strongly committed to maintaining a flow of accurate information and important ideas within HUCTW during this confusing period. Please keep thinking, talking, calling, and writing with ideas, hopes, and concerns.

HUCTW Executive Board and Staff,

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Steve Sweeney, UIS	

Harvard Union of Clerical & Technical Workers
15 Mount Auburn Street
Cambridge, MA 02138
617-661-8289
www.huctw.org