

Update on Negotiations from HUCTW

June 21, 2010



Dear HUCTW Member,

We are writing to give you an update on negotiations for a new HUCTW-Harvard Agreement. As the expiration date for the current contract (June 30, 2010) approaches, the talks are proceeding with great intensity, but they are not yet concluded. Members of our Union have rightfully posed a number of important questions in the past few weeks, and this note will attempt to answer those questions.

The negotiations have included some very productive discussions about a number of non-economic policy issues. Beginning in several issue-specific working groups and continuing at our Main Table, negotiators have made solid progress on new ideas in the areas of Layoffs and Work Security, Bargaining Unit Issues, and Employee Participation. At this point, it is likely that a 2010 Agreement will break some new ground on those issues.

Negotiations on economic issues including the salary increase program have been more difficult. Union and University representatives continue to work hard, searching for creative and appropriate approaches, but have not yet found a mutually-agreeable solution to the question of raises for this year and the following years.

Probably the most important thing we can say in this note is that the negotiations are continuing, with great energy and purpose. At this stage in the process, negotiating team members are meeting in some combination almost every day in order to advance their important work. For the past several weeks we have also had the assistance of nationally-recognized mediator Roberta Golick.

The tone of the talks has been respectful and constructive throughout. HUCTW and Harvard negotiators have demonstrated an impressive willingness to persist in sharing perspectives, generating creative alternatives, and considering opposing views.

Some of the most urgent questions arising recently among Union members have been about what happens if we do not have a new Agreement in place by June 30. Please be assured that if we do not have a new contract by June 30, or if an Agreement is reached too late in June to allow for full implementation by July 1, HUCTW negotiators will make every effort to ensure that all important programs continue and raises are delivered retroactive to July 1. In the past when other rounds of negotiation have run over, we have

always been able to extend important programs and policies seamlessly, and to pay increases with full retroactivity.

It is our hope and expectation that the negotiations will be finished soon and successfully. HUCTW leaders are, as always, committed to strong and optimistic outcomes for Union members that are also workable for the University. Please wear or display those purple Union buttons, ribbons, and magnets with pride. We will write with another update in the near future. Harvard Works Because We Do!

HUCTW Executive Board and Staff,

Tasha Williams, President	Peter Berry
Gloria Buffonge, Vice President	Randi Ellingboe
Donene Williams, Treasurer	Martha Fuller
Laura Ebenstein, Acting Secretary	Joie Gelband
Carrie Barbash, LASPAU	Bill Jaeger
Geraldine Barney, Observatory	Adrienne Landau
Lynn Wang DeLacey, HCL	Marie Manna
Joslyn Evans, AAD	Shamim Morani
Linda Kluz, Fairbank Center	Pam Mullaney
Scott Lozier, OFA	Rachael School
Mike Piantigini, HMS	Ann Sjostedt
Nkwanz Sabiti, HSDM	
Lesley Schoenfeld, HLS	
Esther Simmons, HBS	
Connie Smith, HSPH	
Steve Sweeney, UIS	

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

www.huctw.org

