

Sent: Mon 3/20/2006
From: HUCTW Info
To: HUCTW Membership
Subject: HUCTW Thoughts on the Survey

Dear HUCTW Member,

Over the next two weeks, the University is carrying out a confidential on-line survey among all Harvard staff, intended to measure staff experiences and attitudes about the working environment, both in our smaller work units and in the larger university workplace. Although leaders in our union did not work closely with Harvard leaders in developing the survey, we have heard several briefings about the design and implementation of the survey, and believe the following:

- This survey offers you one more way to be heard, and to participate in important ongoing conversations about the quality of the University working environment.
- In many Harvard schools and departments, senior managers have promised to involve union members in reviewing the survey results and deciding on steps for follow-up action.
- In less than a year, we will begin the process of negotiating a new Agreement. The survey results could be a small part of setting the stage for those negotiations.
- It will help increase understanding in our community if a large number of union members express themselves candidly in this survey, on important issues such as flexibility in scheduling, the quality of supervision, salaries and benefits, and training and professional development opportunities.

Please participate in the survey, and please put your views forward fully and honestly. Thank you.

Harvard Union of Clerical and Technical Workers 617-661-8289