

Sent: Tue 4/17/2007  
From: HUCTW Info  
To: HUCTW Membership  
Subject: 3 announcements: Newsletter & Survey Report; LTD; Childcare

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To all HUCTW members,

1. Newsletter & Survey Report
  2. Proposed changes to LTD program
  3. Childcare Fund update
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The new HUCTW Newsletter is on its way to your work address via University Mail. You can also see the newsletter via our web site at:

[www.huctw.org/readings/newsletters/200704\\_newsletter.pdf](http://www.huctw.org/readings/newsletters/200704_newsletter.pdf) (best printed on legal-sized paper)

This newsletter includes an overview of the Report on the HUCTW Membership Survey that took place in the fall, so be sure to check it out.

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The LTD Program:

In discussions separate from contract negotiations, the University has proposed minor changes to the Long-Term Disability (LTD) program. This note is to make HUCTW members aware of the possible changes, and provide the opportunity for comment.

In the Harvard proposal, the basic rules of the LTD benefit would remain unchanged. It would continue as a program providing 60% of salary for a medically-certified illness or injury which makes a staff member unable to work for more than six months.

The suggested changes would include outsourcing the administration of LTD claims. Other modifications would include a slight decrease in monthly premiums, a new cost-sharing of health and dental plan premiums for LTD claimants during an approved leave, and delivery of LTD benefits as a tax-free benefit. The change making LTD benefits tax-free is a very positive change, in which HUCTW has been expressing interest for some years. There are several other administrative changes of low impact. None of the changes would apply to current LTD claimants – that is, anyone currently out on LTD leave would continue with exactly the same benefits.

HUCTW analysis of these proposals suggests that they would have a slightly advantageous effect overall for Harvard staff. The union Executive Board has discussed the matter and recommended that we participate, as have all of the other Harvard unions.

If you have questions or want more detailed information, please contact Donene Williams at [donene@huctw.org](mailto:donene@huctw.org) or Bill Jaeger at [bill@huctw.org](mailto:bill@huctw.org)

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Childcare Fellowship Update:

Many of you have inquired about the new application for the 2007-08 Childcare Fellowship. In the past, applications were made available in April. This year, however, the new application will be [delayed](#). As part of the current contract negotiations with the University, we are exploring the possibility of setting up a way in which the awards could be delivered without tax withholding. We are also negotiating for increased Fellowship funding. We will notify all members as soon as a firmer agreement on these issues is reached and the application becomes available.

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