

The Negotiation Survey Is Ready For You

We had an amazing response to our springtime housing survey, (about 1100 people took it!), so we're using a similar type of online survey that will contribute to shaping the negotiating process. Please visit the URL below to participate. There will be paper copies available to those of you who do not have easy access to computers. <http://.....>

Contract Negotiations

HUCTW members elected our negotiating team on September 30th. The following five people are regional representatives: Shamim Morani, Central; Alex Chisholm, Professional Schools; Randi Ellingboe, FAS-Sciences; Laura Johnson, FAS-Arts; and Martha Fuller, Medical Area. This group joins elected officers Adrienne Landau, President; Gloria Buffonge, Vice-President, Thomasin Guenard, Secretary and Donene Williams, Treasurer and HUCTW Director Bill Jaeger and Negotiator Kris Rondeau to form a team that began meeting with the University's negotiating team on October 21st.

Stay tuned for lunchtime information sharing meetings in your area, which create additional opportunities for us to discuss important issues related to the negotiating process. Negotiations are an important time of opportunity to change the University workplace in economic and non-economic ways. Also stay tuned for an announcement of a Big Event to support strong, effective negotiations. Call the HUCTW office at 617-661-8289 for more information.

Personal Days Reminder

Be sure to use the rest of your three personal days by the end of December. Three new personal days will be delivered on January 1st.

Salary Changes in January

Most HUCTW members will be receiving a progression increase in January...at the same time, we reach the end of the payback of the "loan" which we received last January from the University to offset the changeover from prospective pay to pay in arrears. The progression increase rewards years of service, and ensures movement, over time, through the salary grade to the maximum. Every union member with at least one year of service will receive a full progression increase, based on 3% of the minimum of the pay grade. Members with six months to one year of service will receive half that amount. Those with six months or less will receive a \$250 bonus. Those who reach the maximum of the grade with the addition of the progression raise will receive part of the increase as a bonus. (The bonus portion will count as salary toward your pension.) The salary grade table is published in the

back of the Union Agreement. If you are not sure which pay grade you are in, or which level of increase you will receive, call the HUCTW office at 661-8289.

Dues Changes for 2004

Every January, our union dues and agency fees increase slightly as required by the AFSCME constitution. Dues (per paycheck) for 2004 will be \$xxxx for full time employees, and \$xxxx for employees working 20 hours or fewer per week. If you work more than 20 hours per week, you would pay the full-time dues/fees.

Upcoming Elections

Watch for upcoming announcements of elections for Union Representatives, Executive Board Representatives and Joint Council Members.

Thank You

We received a warm letter of appreciation from the administrator of the Yale workers' Hunger for Justice Fund, in response to the monetary gift from our Treasury and from individual HUCTW members to Yale workers who had been on strike recently. Contributions are still welcomed, so please make checks out to the aforementioned Fund and send them here to the union office. We'll batch and forward them.

Layoffs/Work Security Information

Watch for an upcoming HUCTW open letter on layoffs/work security at Harvard in response to many questions and concerns raised over the last few months about the University's finances.

Winter Recess is Around the Corner

1/2 day holiday Wednesday, December 24
1 day holiday Thursday, December 25
1 day paid recess Friday, December 26
1 day paid recess Monday, December 29
1 day paid recess Tuesday, December 30
1 day paid recess Wednesday, December 31
1 day holiday Thursday, January 1

Paid recess does not come from your vacation or personal bank. In some work units, essential staff are required to work on some or all of these days, and will be given compensatory time off. (Staff required to work the half-day holiday December 24, December 25, or January 1 will earn holiday pay.)

HUCTW in Print

Two recently released books feature chapters about HUCTW. **Better Together: Restoring the American Community** by Robert Putnam and Lewis Feldstein is a book of stories (12) about people who are building communities to solve specific problems, such as Harvard workers searching for respect and improved working conditions. Putnam's last book, **Bowling Alone: The Collapse and Revival of American Community**, ended with the hope that new forms of social connection might be invented to revive our communities. **Next Upsurge: Labor and the New Social Movements**, by Dan Clawson. A new upsurge in the labor movement, Clawson asserts, must see labor fuse with social movements concerned with race, gender, and global justice. New forms, like HUCTW, may create a labor movement that breaks down the boundaries between "union" and "community" or between work and family issues. The Next Upsurge presents a range of examples from attempts to replace "macho" unions with more feminist models to campaigns linking labor and community issues and attempts to establish cross-border solidarity and a living wage.

Re-union

During a first-time-ever labor-management conference of 100 union members and 100 Harvard managers held Oct. 16, former Harvard President Derek Bok and Kris Rondeau, Harvard Union of Clerical and Technical Workers lead organizer, listen to speakers. Union members and managers later broke into groups to discuss the important themes to be addressed during the upcoming contract negotiations.



Staff photo, Kris Snibbe, Harvard News Office



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