

## Gearing up for contract talks

HUCTW's Agreement with Harvard will expire on June 30, 2007. Much of our Union's day-to-day activity involves ongoing negotiating between union members and managers in every school and department, every month of the year. At the same time, negotiations on a new Agreement will give us an important opportunity to secure raises, strengthen existing programs, explore new ideas, and push in exciting new directions with the University.

During the months leading up to the negotiation of a new contract, union leaders begin to review and talk with co-workers about the current state of the Harvard workplace, and about how negotiations work. We need to hear many voices and ideas about strengths and weaknesses of our University working environment. Union leaders from the HUCTW staff and Executive Board will be developing a survey that will allow every member to express her or his views, and to share stories. The ideas gathered in this way and in many one-to-one conversations and lunchtime union meetings will provide negotiators with what we need to make progress for everyone in a new Agreement. Please stay tuned in September for more information about meetings, the survey, and other events related to next year's negotiations.

## Big moving month

Don't forget about the Union's Zero Interest Rental Housing Transition Loan, which can make it possible for members to move into better circumstances. Members can borrow up to \$2,500 from the Credit Union to cover deposits, fees and moving expenses related to a new rental housing arrangement. The loan is repaid over one year through payroll deduction. For more information, call 617-661-8289 or email Adrienne Landau at [adrienne@huctw.org](mailto:adrienne@huctw.org).

## Announcements

*Dues rate reminder:* The current dues rate is \$13.36 per paycheck for those who work more than 20 hours per week, the minimum dues established by AFSCME, our national union affiliate. The reduced rate for union members who work 20 hours or fewer per week is \$10.13.

**Membership Meeting:** Thursday, September 7th, 5:30-7:00 p.m.

**Location:** 124 Mt Auburn St, Rm 3311, inside the CWD

## Harvard Union of Clerical & Technical Workers

PHONE:  
617-661-8289

FAX:  
617-661-9617

ADDRESS:  
1306 Mass. Ave.  
#203  
Cambridge, MA  
02138



**We're on the  
Web!**

**Visit us at:  
[www.huctw.org](http://www.huctw.org)**

### HUCTW Learning Opportunities:

#### Education Fund Workshop

Are you taking a class or starting a degree program this fall? Learn how to get the most out of (and pay the least for) your education at Harvard. We discuss the different educational opportunities subsidized by the University and HUCTW available to Harvard staff. Please email [edfund@huctw.org](mailto:edfund@huctw.org) to sign up or visit [www.huctw.org](http://www.huctw.org) for more information.

#### HUCTW: Overview, History, and Values

This workshop is an overview of the union's history, philosophy and values with an emphasis on the difference between our approach and a traditional collective bargaining model. The union's structure and joint union-management activities will be described.

#### Everyday Negotiations

This is an overview of the basic ideas of interest-based negotiating and how it pertains to individual or small group situations in the workplace. This session includes a participative exercise.

#### Reasonable People Disagree

Our union solves workplace problems every day. This workshop presents the philosophy, strategy and process of problem solving, and compares the HUCTW-Harvard process with other "grievance" systems.

#### Reclassification Workshop

This workshop is useful for anyone interested in thinking about a job reclassification or upgrade. Participants will learn from union leaders and members with experience in the reclass process, about how the classification system works, what a reclassification effort entails, and what are the likely outcomes. Each participant will receive a customized packet of information.

All of these programs are "brown bag" sessions. For more details on any of these trainings or to sign up, please email [training@huctw.org](mailto:training@huctw.org)

### HUCTW Executive Board

President: *Adrienne Landau*

Vice-President: *Gloria Buffonge*

Secretary: *Thomasin Guenard*

Treasurer: *Donene Williams*

Central Region: *Shamim Morani, Loretta Norcross,  
Steve Sweeney*

FAS-Arts: *Laura Johnson, Lynn Wang DeLacey*

FAS-Sciences: *Sarah Annis, Randi Ellingboe*

Medical Area: *Marc Ciriello, Zena Wallace-Brown*

Professional Region: *Marais Canali, Bette Ford, Linda Kluz*

### HUCTW Organizers

*Wanthani Briggs, Alex Chisholm,  
Martha Fuller, Joie Gelband, Bill Jaeger,  
Colette Labrador, Marie Manna, Kasia  
Razynska, Lynnie Reid, Rachael School,  
Tasha Williams*

**HARVARD UNION OF CLERICAL & TECHNICAL WORKERS**  
1306 Massachusetts Avenue #203 Cambridge, MA 02138



UNIVERSITY  
MAIL

Harvard  
Works  
Because  
We Do.

Harvard Union of Clerical and  
Technical Workers - AFSCME