

December 12 Election Results

The Union holds elections each December. The five regions have two or three Executive Board representatives each, depending the size of the region. These seats have terms of two years and come up for election in alternate years within each region. Local Representative seats are

elected to a one year term by unit or department at approximately one representative for every 35 members.

More info on the elections, including descriptions of these roles and the names of Local Representatives, is available at:

www.huctw.org/elections

Congratulations to the following members on their election to the Executive Board:

Central Region:

Loretta Norcross

Steve Sweeney

FAS Arts Region:

Laura Johnson

FAS Sciences Region:

Linda Kluz

Medical Region:

Nkwanz Sabiti

Professional Region:

Eliza Brown

Contract Negotiations

Negotiations Underway

Negotiations on a new 2007 Agreement have begun!

In several sessions throughout the fall, union and management negotiators participated in training on skills and strategies of "interest-based negotiating." HUCTW and Harvard have agreed to negotiate at a Central Coordinating Table and eight Side Tables, each dedicated to a particular subject of mutual interest.

The Central Table began meeting in November. Each of the Side Tables held two meetings in December to define issues, gather information and get organized. Side Table discussions will continue and intensify in January and February.

Please check the union website www.huctw.org on a regular basis for additional details and regular updates.

Negotiation Team Elections

Elections for regional representatives to the Union's contract negotiating team took place on October 17. These five representatives are joined by the four

elected officers (listed on the back of this newsletter) and key union staff.

More info on the elections is available at: www.huctw.org/elections

Congratulations to the following members on their election to the Negotiating Team:

Central Region:

Steve Sweeney

FAS Arts Region:

Lynn Wang DeLacey

FAS Sciences Region:

Wanthani Briggs

Medical Region:

Zena Wallace-Brown

Professional Region:

Marais Canali

First Round of Information Meetings

Local information meetings are one of the ways that we share information, ideas, and concerns. In September and October, more than 500 members attended a round of approximately 75 meetings in each part of the campus.

Important themes, intriguing ideas, and stories were collected at these meetings

and are being delivered to the negotiating team and side tables.

Additional rounds of meetings are planned for the late winter and spring. In an agreement negotiated with the University, members can attend these meetings on release time from work. For more info on meetings in your area, call the Union office!

HUCTW Member Survey

Our HUCTW Negotiations Survey was available on-line for about four weeks earlier this fall, and more than 1,800 union members took part. The survey covered topics ranging from housing and health care to education and flexibility. The survey allowed us to collect

quantitative data as well as stories and ideas. Union negotiators will review information gathered in the survey, and some data may be presented in meetings. HUCTW will release a report summarizing survey results, likely in January.

Harvard Union of Clerical & Technical Workers

PHONE: 617-661-8289

FAX: 617-661-9617

ADDRESS:

Please note
that the HUCTW Office
will be moving:

until Jan 16:

1306 Mass. Ave, #203

Jan 17 and on:

14 Story Street
Cambridge, MA
02138



We're on the Web!

Visit us at:

www.huctw.org

*new updates
being added
regularly...*

n

**If you don't have web
access, give us a call
and we can get any of
this info to you!**

Announcements

Hooray for Union Week!

For the 8th time since the Union first negotiated it in 1999, staff receive December 26—December 31 as paid recess. 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 22, December 25, or January 1 will earn holiday pay. Harvard's holiday calendar is on HarvIE at:

<http://harvie.harvard.edu/benefits/timeoff/holiday.shtml>

Personal Days

Three personal days are awarded in January. These expire at the end of the calendar year, so be sure to use them!

Dues Rate Reminder

Every January, our union dues and agency fees increase slightly to the minimum rate required by the AFSCME constitution. Dues (per paycheck) for 2007 will be \$14.26 for full time employees, and \$10.80 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. See our web site for a document describing how your dues are used:

http://www.huctw.org/basics/2005_where.pdf

AFSCME Scholarships and Discounts

Our parent Union—the American Federation of State, County and Municipal Employees—offers a range of scholarships and discounts for members and/or our families. Check out the range of offerings on the AFSCME Advantage page at:

<http://www.afscme.org/members/71.cfm>

T Rate Increases—Harvard Subsidy Increases

The MBTA will introduce its new fare structure in February 2007. In response, the University has decided to increase its subsidy of monthly passes to 50% effective January 1, 2007. More information on the subsidy and how to take advantage of this benefit is available on Harvard's Commuter Choice web site:

<http://www.commuterchoice.harvard.edu/>

Education Fund Application Deadline

Education Fund applications for courses taken in the Fall of 2006 are due on Jan. 23. Eligibility information and the application form are available on our web site at:

http://www.huctw.org/fund_ed/ed_top.htm

Child Care Fellowship Recipients January Deadline

Quarterly verification forms for Child Care Fellowship recipients are due January 3. The verification form is available on our web site at:

http://www.huctw.org/fund_childcare/cc_verification_form.pdf

The HUCTW Office is Moving!

Our current office space is slated for massive renovations, and so our lease is ending and we must find a new space. As of January 17, 2007, the HUCTW Office will be at **14 Story Street** for an interim period as the search for a more permanent office space continues.

HUCTW Organizers

Wanthani Briggs
Alex Chisholm
Randi Ellingboe
Martha Fuller
Joie Gelband
Bill Jaeger
Colette Labrador

Marie Manna
Shamim Morani
Kasia Razynska
Lynnie Reid
Rachael School
Tasha Williams

HUCTW Officers

President: Adrienne Landau
Vice-President: Gloria Buffonge
Secretary: Thomasin Guenard
Treasurer: Donene Williams

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



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Harvard
Works
Because
We Do.

Harvard Union of Clerical and
Technical Workers - AFSCME