

Memorandum of Agreement between Harvard University and the FAS/HMS/HDS unit of the Harvard Academic Workers union (HAW-UAW)

The negotiations that commence today seek a mutually-agreeable contract that will establish future working conditions for employees in the unit, including such employment parameters as appointment length and term limits. It will take time to arrive at such a contract. Under current policies, a significant number of unit members are subject to “timing out” of their eligibility to work in the unit while contract negotiations are still ongoing.

The parties therefore agree that, pending the ratification of a contract for the FAS/HMS/HDS unit of HAW-UAW, all term limits on teaching and research appointments, including the FAS “Eight-Year Rule,” are hereby temporarily suspended. Unit members whose eligibility for reappointment would otherwise expire before a contract is in force shall instead be eligible for rolling one-year (for one-year or multi-year appointments) or one-semester (for semesterly appointments) reappointments under their current (AY 2024–2025) terms of employment. In all cases where continuing instructional or research needs would require the immediate replacement of employees whose eligibility for reappointment would otherwise expire (including in HMS research labs, History & Literature, EMR, Expository Writing, Social Studies, and language instruction in the various FAS departments), current employees will be renewed, following the current procedures for review and reappointment.

HAW-UAW

Harvard University

Date

Date