

ARTICLE XX. APPOINTMENTS & REAPPOINTMENTS

HAW-UAW Proposal October 31, 2024

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Section A. Employees hired on appointment basis shall ordinarily be appointed to their positions for a term of no less than three (3) years, unless explicitly specified in ARTICLE XX (Titles and Classifications). Upon ratification of this contract, existing appointments less than three (3) years shall be automatically extended to three (3)-year appointments or longer, from the end of their current appointment.

Section B. Employees offered appointments less than three (3) years are subject to all other provisions in this Article.

Section C. After three (3) years of service, Employees shall be offered reappointments for five (5)-year terms or longer.

Section D. All renewable appointments shall be renewed, or appropriate promotion granted, by the Employer, with no limit on the number of such reappointments, provided that there is institutional need and budgetary support within the department, academic unit, or organizational unit.

Section E. In the event that an Employee is not renewed, the Employee shall be notified in writing at least nine (9) months prior to the end of their appointment. Employees in positions of less than three (3) years shall be notified in writing at least six (6) months prior to the end of their appointment.

Section F. In the event that an Employee is not renewed, the Employer shall offer the Employee either:

1. A one (1)-year nonrenewable separation fellowship with equivalent compensation, benefits, and access to facilities and services to which they were entitled in their final year of employment or
2. A one-time lump sum separation payment equivalent to the total compensation package in their final year of employment.

Section G. In the event that an Employee is not renewed, the Employer continues to have an obligation to that Employee for the next twenty-four (24) months. During this time, the Employer must:

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1. Make an offer of employment to such individual should the same job again become available, and
2. Notify the Employee of the job opening and, should the Employee apply, give strong preference, and, at minimum, grant an interview to such an Employee in filling any new job (including, but not limited to, tenure-track) with similar duties and responsibilities.

Section H. No Employee shall be limited from applying for or holding any position at Harvard University and/or its subsidiaries, on the basis of length of previous employment or service.