

PREAMBLE

It is the purpose of this Agreement to promote and maintain harmonious relations, cooperation, communication and understanding between the University and the bargaining unit members covered hereby, for the purpose of collective bargaining with respect to compensation, workload and other terms and conditions of employment as provided herein.

The Union and the University value and respect the role of the bargaining unit members covered by this Agreement as essential contributors to a vibrant learning and research community. While mindful of the respective rights each party has under this Agreement, their relationship should be characterized by a spirit of professionalism, civility, and cooperation toward a common objective of providing an exceptional educational experience for the University's students and contributing to the many disciplinary research goals of which Harvard takes great pride.

The parties agree that the use of the terms "University" to refer to the employer and "Employee" to refer to a member of the bargaining unit in this Agreement are terms of convenience, consistent with other Harvard collective bargaining agreements.

This Preamble creates no contractual rights or obligations for either party.