

ARTICLE XX.
DEFINITIONS

Section A. This Agreement is made and entered into this Xth day of X, 2025, by and between the Harvard Academic Workers - International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (HAW-UAW), hereinafter referred to as “the Union,” and the President and Fellows of Harvard College, hereinafter referred to as “the Employer.” It is the intent and purpose of this collective bargaining agreement (“the Agreement”) to provide a harmonious and cooperative relationship between both parties.

Section B. This Agreement sets forth the wages, hours, and other terms and conditions of employment of the bargaining unit members as specified herein and provides an orderly, prompt, and equitable procedure for the resolution of differences between Employees and the Employer.

Section C. For the purposes of this Agreement, unless otherwise specifically provided herein, the terms shall be defined as follows:

1. **“Agreement”** means all of the definitions, provisions, and terms set forth in this Agreement consisting of X articles, excluding titles of articles and the preamble, which are inserted solely for convenience of reference and shall not be deemed to limit or affect the meaning, construction, or effect of any provision of this Agreement.
2. **“Union”** means the labor organization recognized as the exclusive representative of the employees in the bargaining unit, specifically Harvard Academic Workers - International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (also referred to as HAW-UAW), acting on its own or acting through its officers or agents.
3. **“Unit,” or “Bargaining Unit”** means the employees, collectively, certified for purposes of collective bargaining by the National Labor Relations Board, April 15, 2024 (Case Number 01-RC-336990), as clarified in Article XX (Recognition). Unit, or Bargaining Unit includes all employees in the classifications listed in Article XX (Titles and Classifications).
4. **“Bargaining Unit Member”** means any person who is represented by the Harvard Academic Workers - International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (HAW-UAW) and is a member of the bargaining unit.

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5. **“Employee”** means an employee who is a member of the bargaining unit. When not capitalized, “employee” refers to anyone employed by Harvard University.
6. **“Employer”** means the company or organization directing the work of the members of the Bargaining Unit.
7. **“University”** is used in the inclusive sense to refer to the broader community of the Employer, the Employees, employees, students, voting faculty, management, staff, administration, programs, buildings, campus, and any other persons or entity formally affiliated with Harvard University.

Section D. Any time this Agreement is in conflict with any pre-existing Employer policy, this Agreement supersedes the existing language.