

PREAMBLE

It is the purpose of this Agreement to promote and maintain harmonious relations, cooperation, communication and understanding ~~between the non-tenure-track teachers, researchers, and academic staff of Harvard University ("the Employees") and the University administration ("the Employer")~~ ~~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 ~~dignity role~~ of the ~~B~~bargaining ~~U~~nit members covered by this Agreement ~~as~~ and recognize their essential contributions to fulfilling Harvard University's mission to pursue truth, knowledge, and a better world. ~~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~~ The Union and the University, including the Bargaining Unit Members, are united in our commitment to provide an exceptional ~~educational~~ experience for the University's students through the transformative power of a liberal arts and sciences education, ~~and contributing to the many~~ to foster innovation and production of knowledge across disciplinary research fields ~~goals of which Harvard takes great pride~~, to promote a vibrant learning and research community, to create opportunities for all its members to learn, research, teach, work, grow, and thrive, and to tangibly support all individuals that make Harvard University a leader in education and innovation.

~~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~~

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HAW-UAW Counter-Proposal December 12, 2024

~~convenience, consistent with other Harvard collective bargaining agreements.~~

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