

ARTICLE XX. RECOGNITION
HAW-UAW Counter Proposal September 18, 2025

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RECOGNITION

Section A. As reflected in the National Labor Relations Board Case 01-RC-336990 Harvard University recognizes the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), and its Local Union, Harvard Academic Workers (HAW-UAW) as the exclusive bargaining representative for employees in the bargaining unit.

Section B. The bargaining unit shall include all full-time and regular part-time non-tenure-track workers at Harvard University performing teaching or research, regardless of funding source (paid directly or indirectly) or HR classification (employee, stipendiary, external, or otherwise), who work at Harvard Faculty of Arts and Sciences, Harvard Medical School, or Harvard Divinity School.

Excluded: the Division of Continuing Education, the Harvard School of Dental Medicine, Dumbarton Oaks, the Center for Hellenic Studies, Professors in Residence, Professors of the Practice, Professors Emeriti, visitors with a primary tenured/tenure-track appointment at another institution, Visiting Graduate Students, undergraduate students, all employees whose work performing teaching or research at Harvard is covered by another union's bargaining unit definition, managers and guards, nonprofessional employees and supervisors as defined under the Act.