



# AFTER TWO YEARS, WE HAVE SECURED MAJOR PROTECTIONS & A SOLID FOUNDATION FOR OUR UNION!



See full summary of our one-year tentative contract ↓  
[tinyurl.com/hgsuTA](https://tinyurl.com/hgsuTA)

## Compensation

- 2.8% raises for most student workers, during the worst economic crisis in decades
- \$16 (\$17 for instructional roles) minimum hourly wage
- Job posting website
- Pay for training

## Health and Child Care Funds

- Dependent health premiums fund of \$325,000
- Dental expenses fund of \$125,000
- Co-pay and out-of-pocket costs fund of \$125,000
- Child care fund of \$350,000

## Equity

- Interim measures and union representation for all forms of discrimination and harassment
- Anti-Retaliation protections
- Path to university procedures for race-based discrimination and power-based harassment
- Third-party arbitration for discrimination on the basis of union activity or membership

## Workplace Rights

- Personal desk, materials guarantee at no cost
- PPE, ergonomic workspaces, disability accommodations
- Max 20 hours/week workload
- Expanded coverage for University policies on intellectual property rights and union representation in disputes

## New Benefits!

- Bereavement, family, sick, and immigration leaves
- 2 or 3 personal days; 11.5 days of holidays plus winter recess
- 10 days of vacation guarantee for science RAs
- \$360/year bike benefit, discounted MBTA passes, parking access
- Emergency grant fund of \$25,000
- Employee Assistance program
- Prepayment for work travel

## Job Security

- Improved job security for immigrant and international student workers—including those unable to return to the US
- Appointment letters specifying duties and expectations in advance of starting work
- 20% pay for lost teaching positions

**The fight is not over!** Our contract is a living document which we will use to empower our organizing but we know that our organizing has effects beyond the contract. Since the beginning of the pandemic, we have stopped Harvard workers from being laid off, won Emergency Funding payments by the university, and a teaching jobs guarantee for upper G-years. We will continue to organize to win a third-party grievance procedure, fee waivers for upper-G years, greater access to health care and removal of specialist visits, better benefits and leaves, and a union shop.

**To do that our union needs you!** You can sign up to be a member and build your union at [tinyurl.com/countmeinhgsu](https://tinyurl.com/countmeinhgsu).