

***WHEREAS,*** Education, research, and academic inquiry are valued intimately connected to the lives, careers, and passions of Somervillians, and

***WHEREAS,*** The City of Somerville continually recognizes the importance of labor unions to workplace and economic justice; and

***WHEREAS,*** Harvard University employs many residents of Somerville and has important control over their living and working conditions; and

***WHEREAS,*** Harvard University's practice of short-term contracts for many academic researchers generates substantial artificial precarity for these employees and for the Somerville economy; and

***WHEREAS,*** Harvard University's practice of time capping non-tenure track teaching faculty encourages artificial turnover among Somerville residents; and

***WHEREAS,*** Nearly 2600 Harvard employees represented by the Harvard Academic Workers (HAW) have been in good faith bargaining for fair contracts for 22 months; and

***WHEREAS,*** These employees have faced an outsized burden of federal government attacks on higher education, experiencing extensive layoffs, threats to visa status, and increased workload; and

***WHEREAS,*** These unions have taken active steps towards fighting federal attacks on higher education while also bargaining for fair treatment by their employer; and

***WHEREAS,*** Harvard University administration is taking advantage of Trump's anti-worker National Labor Relations Board to attempt to strip union protections from academic laborers through misclassification, refusing to recognize the employee status of many researchers, and adopting expansive interpretations of supervisory status in labor law; and

***WHEREAS,*** This council has previously passed resolutions supporting the rights of HAW's sister union Harvard Graduate Student Union (HGSU) who are facing similar attacks and slow negotiations from Harvard's administration;  
**NOW, THEREFORE, BE IT**

***RESOLVED,*** That the City Council go on the record urging Harvard administration to end the practice of time caps for non-tenure track teaching faculty; **AND BE IT FURTHER**

***RESOLVED,*** That the City Council go on the record urging Harvard administration to acknowledge the labor contribution and employee status of all its researchers, regardless of funding source, and contractually recognize these researchers' protected right to union representation; **AND BE IT FURTHER**

***RESOLVED,*** That the City Council go on the record in strong opposition to the Harvard administration applying expansive definitions of supervisory status, and arbitrary distinctions based on funding sources as a means to strip workers of their union rights; **AND BE IT FURTHER**

***RESOLVED,*** That the City Council urge the Harvard administration to bargain with HAW with the intent to address the concerns and pressures these workers face by means including, but not limited to, fair compensation, grievable abuse protections, and job security; **AND BE IT FURTHER**

***RESOLVED,*** That, if the Harvard administration fails to address HAW workers' concerns, the City Council supports HAW workers in striking, and urges the Harvard administration to meaningfully make steps to prevent a work stoppage; **AND BE IT FURTHER**

***RESOLVED,*** That the City Clerk be and hereby is requested to forward a suitably engrossed copy of this resolution to Harvard University administrators and President Alan Garber on behalf of the entire City Council.