University
economic package
10-19-26

This is part of an economic package proposal with the following University counter proposals or responses dated 10-19-26:

- **COMPENSATION**
- **PAID LEAVES**
- **PUBLIC SERVICE LOAN FORGIVENESS**
- **PROFESSIONAL DEVELOPMENT**
- **VISA PROCESSING & RENEWAL**
- **RELOCATION**
- **PARKING & TRANSIT**
- **RETIREMENT**
- **RETIREE BENEFITS**
- **HEALTH BENEFITS**
- **FAMILY SUPPORT**

Working off Union proposal dated September 25, 2026
Red; Union language
Blue: Re-inserted University language
Yellow: New University language

ARTICLE XX.
TUITION ASSISTANCE & REIMBURSEMENT PROGRAMS

Section A. Tuition Assistance Program
Active ~~e~~Employees in a benefits-eligible position shall be eligible for the Tuition Assistance Program (TAP) provided by the ~~Corporation~~ University to help pay the cost of tuition for courses taken at participating Harvard Schools.

Teaching Assistants and any Employee in Employment Class C are not eligible for this benefit or any others under this Article.

Section B. Tuition Reimbursement Program
Active ~~e~~Employees in a benefits-eligible position shall be eligible for the Tuition Reimbursement Program (TRP) to help pay the cost of tuition for qualifying courses taken at other accredited institutions. Reimbursement is for tuition only.

Section C. Minimal Eligibility and Wait Periods

1. Employees are not eligible for TAP or TRP if they do not meet the minimum weekly standard of seventeen and one-half (17.5) hours ~~or 50% effort~~ listed in PeopleSoft.

2. To ~~apply~~ be eligible for TAP benefits the date of hire must be on or before:

    a. July 1 for the Fall Semester
    b. November 1 for the Spring Semester
    c. April 1 for the Summer Semester

3. TRP benefits can be applied to classes that start on or after one hundred eighty (180) calendar days of employment in a TRP-eligible position.

4. ~~Wait period exceptions may be granted at the discretion of the UniversityCorporation.~~

5. Employees with a break in employment greater than 30 days in a TRP-eligible position must fulfill the wait period.

Section D. TAP Fee
Employees utilizing TAP shall pay applicable TAP Fees as set forth in the Program Guidelines.

Section E. TAP Limits

TAP usage per Employee is limited as follows:

1. For Harvard Extension and Summer Schools or Office of the Art: 2 courses per semester; or
2. For other participating Harvard Schools: 10 credits per semester.

Section G. Retirees who were members of the bargaining unit at time of separation are eligible for TAP provided they were at least age 55 and had 10 years of participation service at the time of separation from the ~~Corporation~~ University.

Section F. TRP Limits
TRP classes shall be reimbursed at 75% ~~90%~~ up to $5,250 per calendar year for eligible courses or programs.

Section G: Other policies
~~Except where in conflict with this Article,~~ TAP and TRP are governed by the Program Guidelines, which can be found at https://hr.harvard.edu/tuition-assistance and which may be amended from time to time. In the case of conflict between this article and the Program Guidelines, the Program Guidelines will prevail.