

**UNIVERSITY COUNTER**  
**10-16-24**

**ARTICLE XX**  
**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 following bargaining unit.

INCLUDED: All full-time and regular part-time non-tenure-track employees of Harvard University performing teaching or research, regardless of funding source (paid directly or indirectly), and who work at Harvard Faculty of Arts and Sciences, Harvard Medical School, or Harvard Divinity School, including Lecturers, Associate Senior Lecturers, Senior Lecturers, Postdoctoral Research Fellows, Instructors, Teaching Assistants, Associates, College Fellows, Curriculum Fellows, Curriculum and Pedagogy Managers, Fellows, Junior Fellows, Benjamin Peirce Fellows, Preceptors, Assistant Directors, Directors, Research Assistants, Research Associates, Research Fellows, Research Scientists, Researchers, and Engineers.

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.<sup>1</sup>

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<sup>1</sup> The eligibility of individuals in a “stipendee” classification (fellows, postdocs, researchers) has not yet been resolved. No decision has been made regarding whether the individuals in these classifications or groups are included in, or excluded from, the bargaining unit.