

*"The money I'm making is not enough. I have to get another job to support my family. If they give me \$15 an hour here, it would be OK. I could survive. The reason I am doing two jobs is not because I want to be rich. Because this job is not enough for me to pay the bills." ~ Harvard Custodian, 40 years old*

## **Tell Harvard to Pay a Living Wage Now!**

[www.livingwagenow.com](http://www.livingwagenow.com)

**For years, the Harvard administration and Corporation has repeatedly told workers, students, faculty, alumni/ae, unions, and the community that the existence of poverty in our community is acceptable. They have refused to pay a living wage to Harvard's workers.**

### **Write to the Harvard Committee on Employment and Contracting Policy ([hcecp@harvard.edu](mailto:hcecp@harvard.edu))**

**Cc: President Summers ([beverly\\_sullivan@harvard.edu](mailto:beverly_sullivan@harvard.edu))  
The Dean of your school  
The Harvard Corp. ([marc\\_goodheart@harvard.edu](mailto:marc_goodheart@harvard.edu))  
& PSLM ([pslm@hcs.harvard.edu](mailto:pslm@hcs.harvard.edu))**

- 1) Address your letter to the Harvard Committee on Employment & Contracting Policies, 25 Shattuck Street, Gordon Hall 206, Boston, MA 02115, or [hcecp@harvard.edu](mailto:hcecp@harvard.edu)
- 2) Identify yourself and your relationship to the Harvard community.
- 3) State your support for a comprehensive living wage policy, including the following:
  - An annually adjusted living wage floor for all workers, designed to meet the basic cost of living in metropolitan Boston.
  - More accessible and affordable benefits for all workers including health insurance and education.
  - Bringing outsourced service work back in-house, so that workers receive equal pay for equal work, have greater job security, and so that Harvard can more efficiently ensure their welfare and productivity.
  - Opportunities for full time work when desired, with provisions for seasonal employment.
  - Card-check neutrality: Harvard and its contractors should agree not to oppose workers' attempts to organize, and bargaining collectively with them when the majority have expressed their desire for a union by signing cards.
- 4) Support your argument by drawing on any of your own experiences or the facts and testimonies on this page. Refer to [www.livingwagenow.com](http://www.livingwagenow.com) or [www.hcecp.harvard.edu/hcecp\\_back\\_final.pdf](http://www.hcecp.harvard.edu/hcecp_back_final.pdf) for more data, testimony, and general information.
- 5) Close by thanking them and asking for a response.

**In Spring, 2001, however, community pressure that built up around a three-week-long sit-in at the President's offices forced Harvard to reconsider.**

The Harvard Committee on Employment and Contracting Policy (HCECP) was created: "to consider and to present recommendations about University principles and policies regarding the economic welfare and opportunities of lower-paid workers at Harvard.... The committee will be...actively soliciting...the views of interested faculty, staff (including service workers), and students who wish to contribute their perspectives on these matters. The intention is to create a fully inclusive process in which all voices within the University community may be heard and considered" ([www.hcecp.harvard.edu](http://www.hcecp.harvard.edu)).

### **Harvard wants to hear from you.**

The HCECP's October 22, 2001, data release confirms the deteriorating wages and working conditions that workers have testified to for years:

In 1994, 58% of directly-hired guards made \$14/hour or more in real terms.

Today, 58% of directly-hired guards make less than \$10/hour. None make \$14/hour.

In 1994, 80% of directly-hired custodians made more than \$10/hour in real terms.

Today, 82% make less than \$10/hour. 89% of outsourced custodians make less than \$10/hour.

*"I'm sixty-three now and I'm really busted. I literally have no money. I make \$9.40 an hour and I'm in debt... Working overtime is how I survive. Five years without a raise...At this point, and at this rate, I'll work forever. I'll never retire."*  
~Harvard Security Guard, 63 years old