

sent-mail: Labor matters (11 of 11)

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Date: Thu, 3 Apr 2003 15:32:45 -0500

From: fensterm@fas.harvard.edu

To: david_ellwood@harvard.edu

Cc: joseph_nye@harvard.edu, ganz@wjh.harvard.edu, susan_eaton@harvard.edu, lkatz@harvard.edu, fchaudhr@law, pslm@hcs.harvard.edu

Bcc: pslmplanning@riseup.net

Subject: Labor matters

Dr. David Ellwood
Kennedy School Of Government
Harvard

Dear David,

I apologize for my misunderstanding of your claim that Harvard administration is totally transparent about its labor practices. Joe Wrinn did in fact say at the beginning of the sit-in that there were only seven workers at Harvard making less than a living wage. And we were both present when Larry Katz reported that his joint administration/faculty/student/worker committee had found 1000 such workers. While I found [and still find] this disparity troubling, you did, in fact, say that your remarks applied only to the data gathering period of the Harvard Committee on Employment and Contracting Practices.

Unfortunately, your careful delimitation casts doubt on the conduct of the administration at other times. In fact, the Progressive Student Labor Movement in its 'Walk of Shame' [the same day as Larry's talk] presented evidence that since the committee last met, the administration has both violated the principles laid out by Mr. Summers and reneged on negotiated agreements. H.E.R.E. has been informed that there will be layoffs this summer despite express guarantees that there would not be. Workers of Arab descent have been harassed. A female janitor in Widener was denied a job change and subsequently fired based entirely on her sex. Outsourcing of University security guards and library guards continues.

<http://www.thecrimson.com/article.aspx?ref=347098>

http://www.hcs.harvard.edu/~pslm/livingwage/labor_update.doc

Is it a coincidence that the HCECP website which was controlled by administration declared 'all problems solved' and then disappeared?

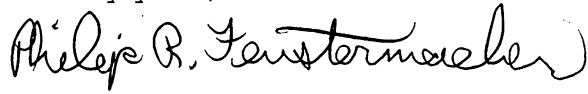
For a period of 10 years administration routinely violated it's agreement with HUCTW and employed part-time workers on a permanent basis to fill positions formerly held by full-time employees. Finally, due to suits under the Fair Labor Standards Act, administration admitted that there were 2000 workers in this category. Given that the HUCTW membership at the time was 4000, unbenefitted permatemps amounted to 20% of the jobs designated as within the bargaining unit. This occurred even during an era of unprecedented growth in the value of the endowment due mostly to the unprecedented rise in the value of the equity market as a whole.

Experience prior and subsequent to the sit-in therefore clearly indicates that administration is only transparent on labor matters either immediately after a sit-in or during a community wide examination. I suggest that we try community wide examination again to see just how well administration is doing in these

matters. This time however, let's look for a way to keep these abuses from recurring.

I am surprised that HCECP, which engaged you as one of its labor experts, did not recognize that University governance is systematically flawed in its labor practices. Given administration's history in these matters, I am surprised that there was not a recommendation for substantive change. I ask you to join with me and other members of the community committed to fair labor practices in bringing this about.

Sincerely yours,



Philip R. Fenstermacher

Hardcopy cc: The Cambridge City Council

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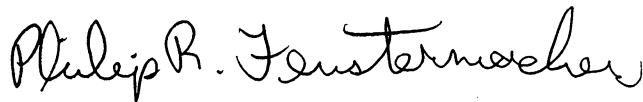
Philip Randolph Fenstermacher
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fensterm@fas.harvard.edu

April 3, 2003

To the Honorable, The City Council:

In view of your consistent concern with community standards and Harvard's compliance with them, please accept the enclosed copy of an e-mail I sent to Professor David Ellwood of the Kennedy School of Government. David was a member of the Harvard Committee on Employment and Contracting Practices which resulted from the Mass Hall sit-in. Professor Lawrence Katz was chair of the committee and gave a talk at the Wiener Seminar for Inequality and Social Policy. I question whether Harvard is responding positively to the broad public concern about corporate responsibility. I hope you will join with me in encouraging full disclosure. Thank you.

Sincerely,



Philip Randolph Fenstermacher

CHIEF OF BUREAU
X

60 4 21 2-1000 2002

S-140

Communication #12

A communication was received
from Philip R. Fenstermacher,
regarding community standards and
Harvard's compliance.

In City Council April 7, 2003

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