

# THE CAMPUS CHARTER

*adopted by the University Organizing Project in Boston*

As an institution of higher learning, we must exemplify the values that allow a democratic society to flourish. We are therefore committed to establish and maintain humane and dignified working conditions for all of our members. Humane and dignified working conditions include the following rights:

## **1) A Living Wage**

A salary at least as high as the actual cost of living.

## **2) Adequate Benefits**

Benefits that include comprehensive health care, an adequate retirement, paid vacations or sabbaticals, paid parental leave, tuition remission or adequate funding for educational and training opportunities for employees and their families including partner benefits.

## **3) Health and Safety**

An environment free of dangerous working conditions and hazardous substances.

## **4) Due Process**

A union grievance procedure or free access to a fair hearing before an elected committee of one's peers concerning grievances, conflicts and disciplinary matters.

## **5) Job Protection**

Jobs free from the threat of privatization, outsourcing and subcontracting. Community standards for all work done on campus.

## **6) Equality and Justice**

A workplace free from all discrimination, harassment and exploitation. Equal pay for similar work.



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### **7) Free Speech**

The freedom to express oneself without fear of retaliation.

### **8) Democratic Governance**

The right to participate in institutional government through representation on bodies that set general institutional policies and direct participation in determining the content and direction of one's work.

### **9) Freedom of Information**

Access to budgets, hiring, personnel and contracting practices, including all aspects of working conditions and compensation.

### **10) The Right to Organize**

The freedom of association, assembly and collective bargaining without fear of retaliation.

All members of our community are entitled to the above rights including student workers, service workers, faculty (part and full-time, tenured and untenured), library workers, research workers, administrative workers and administrators. Contracted workers are entitled to the same rights as directly employed workers.



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