

# ***Re-Hire Joan!***

On July 28, 2010, HUCTW member Joan Frankel was unfairly fired. The reasons given are vague, are distortions of reality and are deliberate mis-statements.

Joan has 25 years service in what is now the School of Engineering and Applied Sciences (SEAS). She has lost her livelihood and has not received any of the jobs that have opened in SEAS since then.

Joan received excellent performance reviews for 24 straight years. She is respected throughout SEAS as a hard worker who gets her job done. She was promoted in early 2008, just before her former supervisor retired.



Despite a positive evaluation of her work in June 2009 (in addition to many written compliments of her dedicated service), here is the timeline of disciplinary letters she received this year:

- March 16, 2010 – 1st written warning
- June 1, 2010 – Final written warning
- July 6, 2010 – Notice of termination

Joan's case has passed through the Problem Solving process to mediation, but no date has been set for mediation to start. Joan, like most workers, has limited funds and needs a job now. Unless she gets a job soon, she will receive only 40% of the pension she would receive if she retires at 65. She has already applied to 27 jobs at Harvard already. She wants nothing more than to continue doing excellent work at Harvard. Union members want to know why an experienced, competent employee would so swiftly lose her job.

## ***Join us in demanding Joan be Re-Hired!***

### **Public Demonstration of Support for Joan Monday, Sept 20, 2010 – 5pm**

**Starting in Holyoke Center (1350 Mass Ave, Harvard Sq, Cambridge)**

For more information, or to get involved in helping Joan, please email: [geoff.carens@gmail.com](mailto:geoff.carens@gmail.com)  
Send all emails/letters of support to: [justice4joan@yahoo.com](mailto:justice4joan@yahoo.com), [bill\\_murphy@harvard.edu](mailto:bill_murphy@harvard.edu), [steve\\_marley@harvard.edu](mailto:steve_marley@harvard.edu)

*-labor donated-*