

STOP DISCRIMINATION IN HARVARD UNIVERSITY MAIL SERVICES (HUMS)!

Join union & community members and students as we show our support for Marvin Byrd! Evan Greer will perform. For more information contact Marvin's rep Geoff Carens at geoff.carens@gmail.com.

ACTION FOR MARVIN BYRD!

THURSDAY DEC 1, 5:00 P.M. at HOLYOKE CTR

(1350 MASS AVE, CAMBRIDGE MA, steps from Harvard T)

Marvin Byrd has worked in Harvard's Science Center mail room since 1995. He was hired first as a "casual" worker, and then into a union position in 2008. Marvin wears foot orthotics and custom-made shoes; he has always been reliable, responsible and dependable at his job. When he applied for a better-paid position in 2007 he was passed over despite being an internal candidate. He has lived on an income derived from 29 hours a week since being hired into a Mail Clerk I position in the lowest salary grade in the union.

This year management made Marvin pick from three harsh choices: a cut to 25 hours spread over six work days, an even-worse cut to 20 hours over a 5-day week, or losing his job completely. Feeling he had little choice, Marvin picked the 25-hour schedule, which meant diminished pay and getting just one day off from work. Marvin has a grueling commute on public transportation, which management knew about before cutting his hours and income. No one else in his unit faced any change to their scheduled hours, and no one else had to accept a regular schedule of six days per week.

Marvin now has to get on the bus in Lynn at 7:30 a.m. to get to work at Harvard by 10. He typically gets just 4-5 hours of work and then has to get back on public transportation for the journey home. He can't get another part-time job to make up for the cut in his income, because he only has one day off from Harvard. Marvin has less money to live on; the cut in pay was immediate with no transition and immediately affected Marvin's ability to meet his obligations in leading his daily life. Union members, students and community members want to know: Why has Harvard treated Marvin this way after his long and faithful service? Why was the only African-American worker in the unit, the longest-serving employee, and the only worker with a disability, also the only staff member to have his scheduled hours and income cut??

Labor donated.