

# HARVARD LAW SCHOOL STUDENT BODY FALL TERM TWO THOUSAND NINETEEN

**RESOLUTION NO.** Res-203-005

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**SPONSORED BY:** September McCarthy

**A RESOLUTION TO:** TO SUPPORT STUDENT/WORKER PETITION FOR DINING HALL WORKERS

**THE STUDENT BODY OF HARVARD LAW SCHOOL ENACTS:**

WHEREAS, Harvard Law School's mission is "To educate leaders who contribute to the advancement of justice and the well-being of society"; AND

WHEREAS, Harvard Law School is committed to "building a healthier, more sustainable campus"; AND

WHEREAS, Dean Manning stated in response to the release of the Harvard University Pulse Survey on Inclusion and Belonging, "We must always make it a priority to foster an environment in which all members of the HLS and Harvard communities know that this is their Harvard and in which all feel they have the opportunity to learn, grow, and thrive"; AND

WHEREAS, The HLS dining staff are understood to be members of our HLS community and thus, according to the language of the aforementioned email, are owed the feeling that they "have the opportunity to learn, grow, and thrive"; AND

WHEREAS, The reduced 2019-2020 on-campus dining and "mini-Hark" hours of operation produce the result that students, faculty, and staff who rely on the availability of on-campus meals are experiencing a dearth of food availability compared to the 2018-2019 on-campus dining schedule; AND

WHEREAS, The reduced 2019-2020 dining staffing schedule at the deli, grill, kitchen, coffee station, salad bar, and registers results in notably long queue lines for students, faculty, and staff who rely on the speed and availability of on-campus meals compared to the 2018-2019 on-campus dining staffing schedule; AND

WHEREAS, Chronic understaffing places a severe strain on the HLS dining and catering staff, creating a physically unsafe work environment and facilitating a culture of harassment and belittlement of workers who use paid sick time; AND

WHEREAS, HLS dining and catering staff are being denied their requests for full-time work and are asked to work shifts, including "split shifts," with little advance notice, requiring employees who live great distances from HLS and/or lack access to private transportation to make the arduous trip to campus for significantly decreased wages; AND

WHEREAS, The catering department has dispensed with environmentally sustainable practices, one instance of which being a recent switch from reusable dishware and flatware to disposable products; AND

WHEREAS, Students, faculty, and staff alike suffer in their abilities to "learn, grow, and thrive" as a result of the inefficiencies caused by the deterioration in working conditions for HLS dining staff workers as a result of budgetary cuts; AND

WHEREAS, Many HLS Student organizations—including the HLS Labor and Employment Action Project, La Alianza, Lambda at Harvard Law School, People’s Parity Project—have expressed their support for the Student/Worker Petition for Dining Hall Workers;

THEREFORE, BE IT RESOLVED, Harvard Law School Student Government Assembly calls on the Dean and Restaurant Associates General Manager Lauren Williams to comply with the eight demands outlined in the Student/Worker Petition for Dining Hall Workers.

**PASSED IN THE STUDENT COUNCIL: 11/20/2019**

**VOTE TOTALS:**

12 YES  
1 NO  
2 ABSTAIN

Appendix:

The Eight Demands from the Student/Worker Petition for Dining Hall Workers

1. Restore the 2018-2019 on-campus dining schedule and open the downstairs “mini-Hark” at 2:30pm on weekdays, rather than 4:30pm;
2. Schedule an adequate number of additional dining staff to work at the deli, grill, kitchen, coffee station, salad bar, and registers during every lunch and dinner shift;
3. Schedule all dining and catering staff who wish to work full-time for 40 hours of work per week, and offer any additional hours to regular dining and catering staff before turning to temporary workers;
4. Schedule dining and catering staff for eight-hour shifts, rather than “split shifts” that require staff to commute to and from work multiple times each day;
5. Ensure that all dining and catering staff are notified of their schedules at least seven days prior to the beginning of the scheduled workweek;
6. Adopt or restore environmentally sound practices—such as using reusable rather than disposable dishware—that both advance the Law School’s sustainability goals and promote full staffing of HLS catering and dining facilities;
7. Refrain from harassing or belittling workers who use paid sick time;
8. Refrain from retaliating against any dining or catering workers who sign this letter or otherwise assert their rights or advocate for fair treatment at work.