

UNITEHERE! at Yale NEWS



Local 34 • Local 35 • GESO

April 2011

Union members organize to protect jobs, preserve quality services

Despite a larger than expected recovery of the University's endowment, Yale is engaged in a third consecutive year of budget cuts, and departments in many parts of the campus are feeling tremendous pressure to cut costs, which in some cases has meant layoffs.

Keeping a focus on the university's mission and maintaining excellence in service are challenges for staff members amidst budget shortfalls, and the cuts can often test the strength of our union contract to protect our work.

Fortunately, in some situations, strong organizing by union members in order to have more effective communications with management is helping departments avoid the pain of making layoffs or other measures where there is still more than enough work for staff to handle.

The Environmental Health & Safety Department works all across the campus to reduce injuries, accidents and environmental impact, an increasingly vital task as the university's medical and science operations continue to grow. Yet despite its important and plentiful work, the department's director raised the possibility of layoffs to the staff last week, due to pressure from the central administration to cut the budget for the third time in three years. In response, C&Ts organized, raising concerns that layoffs of C&Ts could both endanger the department's mission and violate the Local 34 contract and asserting that they would do whatever it takes to help the central administration that these cuts could be harmful. With the staff's input in hand, the director was able to gain approval for a budget with no layoffs of staff.



Union committee members in the Central Campus area met in March to discuss their experiences of Yale's ongoing restructuring. Across the campus, union members are organizing to protect our work and our university's mission.

In the Yale College Dean's office, the administration had floated the idea of asking staff to coordinate vacation time around the 4th of July, to allow the department to shut down entirely, temporarily. However, based on the department staff's mixed reactions to the idea, which staff shared with management at an employee participation meeting, the proposal will not be pursued further at this time.

On April 21, the Executive Boards of Locals 34 and 35 met with senior University leadership to discuss the effects of the cuts. The Executive Boards heard a presentation on the state of the budget from Vice President for Finance and Operations Shauna King and Vice President for Human Resources Mike Peel. Board members shared their experience of the cuts on their own work, and the resulting impact on services to students and faculty.

WE ARE ONE NEW HAVEN

On March 30, following our union membership meetings, members of Local 34, Local 35, GESO, and Local 217 joined with thousands of New Haven residents, private and public-sector workers, students, retirees and more for a dramatic march to New Haven City Hall. The rally, attended by over 3,000 people, according to the *New Haven Register*, was part of a wave of demonstrations for good jobs across the country that were inspired by attacks on workers' rights in states such as Wisconsin, Ohio and Indiana.



We Are One: Around the Country

UNITE HERE local unions across North America participated in "We Are One" events. Here are photos from just a few!



Local 8, Seattle and Local 40, Vancouver



Local 57, Pittsburgh



Local 1, Chicago



Local 11, Los Angeles



Local 2, San Francisco

UNITEHERE! at Yale

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Local 34

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Local 35

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Students Organization (GESO)**

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UPCOMING EVENTS

Local 34 Membership Meeting

May 11

Local 35 Membership Meeting

May 25



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