

JOBS Pipeline

CONTRACT SURVEY RESULTS

- **70%** of Local 34 members believe that we are experiencing a "jobless economic recovery" in which Yale employees are doing **more** work while many remain unemployed
- **Over half** of Local 34 members believe that current staffing levels are inadequate to get the job done
- **88%** believe that casual and temporary jobs should be converted to full-time
- **92%** believe that there is a crisis of violence and joblessness in New Haven
- **89%** believe that Yale should be an engine of job creation in New Haven

AS the country emerges from economic recession, our communities are experiencing a "jobless recovery" in which many people remain unemployed while workers do more work with fewer resources. Unemployment in New Haven is at crisis levels, contributing to rising violence and hopelessness. In this contract cycle, we can not only protect our Union standard but also extend it to more people. In fact, our benefits and our communities depend on it.

Through our contract survey, we have identified five ways to grow the Union and connect more local people to jobs at Yale: **job advancement; staffing levels; casual and temporary work; training; and local hiring.**

"I entered the Local 34 Resident's Training Program in my first year at Gateway Community College. The program gave me the resources to pursue my college education and provided a pathway for me to become an employee at Yale. Next October makes 20 years of service and I cannot be any prouder. We definitely need another program like this one that can help people access all of the wonderful opportunities out there."



-- Iris Diaz
Administrative Asst., Pediatrics



Jobs Pipeline Committee

L to R: Antonio Lopes (Vice President, Pathology); Barbara Vereen (Chief Steward); Jess Corbett (E-Board, Dermatology); Sarah Saiano (E-Board, Psychiatry); Marilyn Young (E-Board, Yale Health); Craig Bartimole (Yale Health). Not Pictured: Rod Storer (E-Board, YARC); Lee Ann Scott (E-Board, Patient Financial Services)

ADVANCEMENT. In this contract cycle, members want to create an accessible career path based on promotion from within. Our goals are to improve training opportunities, streamline the job audit process, create more E-level positions, and increase the amount of internal hiring. **And when we move up, we open entry-level positions to people who need them.**

STAFFING. We can ensure adequate staffing in Local 34 while opening up positions to our members at the same time. Full staffing means manageable workloads and higher quality work.

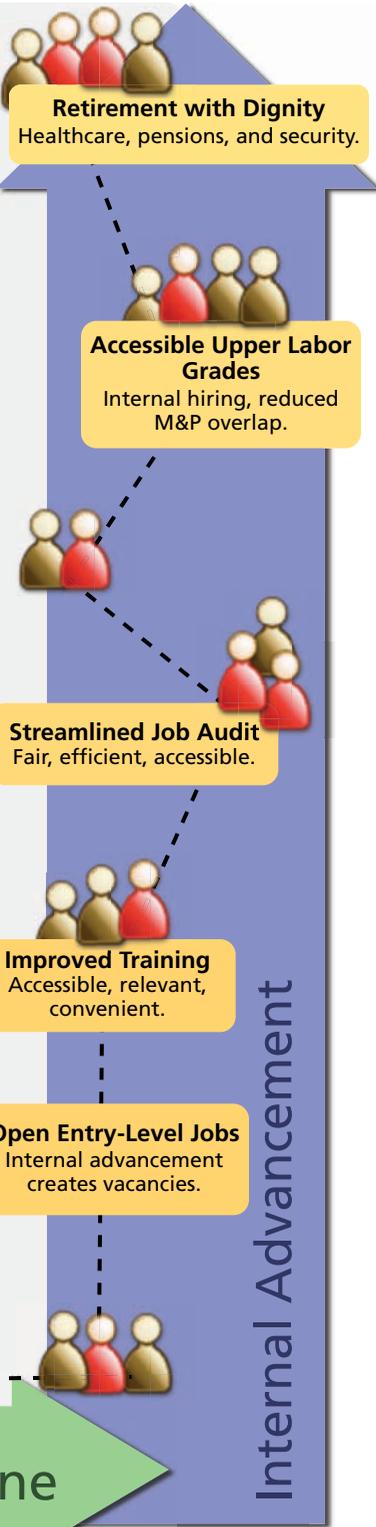
CASUALS AND TEMPS. We can extend our standard to more people by addressing the use of casual and temporary work in our departments, and converting them into Local 34 jobs.

TRAINING. Currently, casuals receive on-the-job training to become the most qualified applicants. A more comprehensive training program that includes apprenticeships and mentoring can both prepare local people for jobs at Yale and

help our members gain skills for advancement.

LOCAL HIRING. Our Union created the New Haven Resident's Training Program in the 1990's, one of the few job training initiatives in the entire country that led to a commitment to hire. Today we need a new program to ensure that our city has stable employment opportunities. By securing a commitment to hire locally, we can rebuild strong communities in New Haven.

We have already made progress in building the labor-community partnerships to make a pipeline possible. The new Board of Aldermen in New Haven, which includes several union members, has already released a legislative agenda that prioritizes the creation of a jobs pipeline, solutions to violence and crime, and opportunities for young people. Together, we can seize the opportunity to improve our work experience, stabilize our communities and extend access to good jobs.



Unemployed Neighbors
Unstable communities.



Training Programs
Yale's commitment to local hiring.



Decreased Casuals & Temps
Positions converted into Local 34 jobs.

New Haven Jobs Pipeline