

## A New Social Contract between Yale and the Community

We, the people of the greater New Haven community, recognize that the future of our community is inextricably entwined with that of Yale. If we are to build strong neighborhoods, nurture our children and our families, and ensure long-term economic stability, we must forge a new partnership with Yale, this region's dominant employer. To be successful, that partnership must embrace the hopes and aspirations of the people of New Haven and cultivate excellence in teaching, research and healthcare at Yale University and its teaching hospital, Yale-New Haven Hospital. The people of greater New Haven believe such a partnership must include:

### **Public Education**

Yale will make a fair-share contribution to the New Haven public school system, so that our young people can be prepared for scholarship or skilled employment at Yale.

### **Access to Jobs**

Yale will ensure that all community residents have equitable access to Yale jobs at every occupational level. To build strength through diversity, Yale will provide strong educational and promotional programs both inside and outside the workplace, so that Yale and the residents of this community can prosper and grow together.

### **Good Union Jobs**

Yale will affirmatively respect the rights of any and all Yale employees to organize for improved wages, benefits and respect on the job, in an atmosphere free from threats or intimidation.

### **Home Ownership**

To improve neighborhoods through stable home ownership, Yale will build upon the success of the current homebuyer program by expanding opportunities for home ownership and improvement throughout the city.

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## Training and Access to Jobs

**Yale will ensure that all community residents have equitable access to Yale jobs at every occupational level. To build strength through diversity, Yale will provide strong educational and promotional programs both inside and outside the workplace, so that Yale and the residents of this community can prosper and grow together.**

- Although Latinos make up about 21% of New Haven, they make up only 3-5% of every segment of Yale's staff or faculty.
- African-Americans make up 36% of New Haven, but their representation in Yale's workforce is segregated predominantly in the lowest, worst-paid jobs:
  - 72% of entry level service workers (e.g. dishwashers & janitors)
  - 29% of entry-level clerical workers
  - 16% of skilled trades
  - 13% of upper-level clerical
  - 6% of management
  - Less than 2% of senior faculty
- Since 1 out of 4 jobs in New Haven is a Yale job, the quality of these jobs determines, to a large extent, the quality of family and community life in New Haven.
- Nationwide, unionizing is an important way to overcome wage inequality and gain respect on the job. On average, African-Americans are paid 39% more when they have a union job, and Latinos are paid 55% more when they have a union job. Women in union jobs are paid 30% more than the average.

### What can we do?

1. We as members of the New Haven community must prepare ourselves to stand together to demand access to and training for all jobs at Yale.
2. Workers in Local 34 and Local 35 are at the table with Yale:
  - Both unions have jointly proposed a community program to train New Haven residents to qualify for entry-level positions throughout Yale University.
  - Local 35 has proposed re-introducing and expanding the existing "apprentice trades helper program" that would train workers to move into the skilled trades positions. Yale has said that it will only agree to allow one (1) worker per year to advance through such a program into the skilled trades.
  - Local 34 has proposed that Yale's training and promotion system be restructured to provide greater opportunity for advancement for all workers.None of these issues have been resolved, and negotiation on each continues.

## The Right to Organize a Union

**Yale will affirmatively respect the rights of any and all Yale employees to organize for improved wages, benefits and respect on the job, in an atmosphere free from threats or intimidation.**

About 4,000 hospital workers and graduate teachers are organizing unions at Yale to give them a voice on the job. They know that today's National Labor Relations Board (NLRB) election process is prone to abuse and legal delay, so they are asking Yale administrators to sit down with them and work out an alternative legal process that is **fast, fair, and democratic**. Yale is refusing to sit down and talk about any alternatives to the NLRB.

### **First Myth: Intimidation and Harassment isn't a problem at Yale**

**Fact:** Police at YNHH surrounded a Yale worker who was handing out union leaflets with his 6-year-old son, threatening him with arrest (the NLRB brought charges-eventually settled out of court-against the Hospital). On the same day as a union rally on April 24, 2002, a hospital worker had a pro-union sticker ripped off her uniform. Faculty have threatened that union support could harm a graduate teacher's academic career.

### **Second Myth: The NLRB process works**

**Fact:** The organization Human Rights Watch found that in the U.S.A., "The reality of NLRA enforcement falls far short of its goals. Many workers who try to form and join trade unions to bargain with their employers are spied on, harassed, pressured, threatened, suspended, fired, deported or otherwise victimized in reprisal for their exercise of the right to freedom of association. Private employers are the main agents of abuse.

An example of NLRA abuse here in New Haven: Despite a ferocious anti-union campaign, workers at First Student bus company voted 2:1 in an NLRB election to unionize on earlier this year. The company then appealed the election results to Washington, DC, stalling the workers' legitimate victory.

### **Third Myth: Yale has preferred and respected elections**

**Fact:** In 1995, President Levin ignored the results of a secret ballot election held by the League of Women Voters, in which 80% of eligible graduate students voted for the union. In 2000 and 2001, Levin publicly asked the New York University administration to delay and appeal the NLRB election process underway there. Instead, NYU successfully bargained the first graduate teachers' contract at a private university. One NYU official said of Yale: "They seem willing to burn down their campus over this issue. We're not there yet" (CHE 4/14/00).

### **What can we do?**

1. We as a community need to persuade Yale administrators to sit down and begin discussing a possible alternative legal process that is fast, fair, and democratic, so that hospital workers and graduate teachers can decide for themselves whether they want to unionize, in an atmosphere free from intimidation or harassment. This process can be tailor-made to fit Yale.

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## Public Education

**Yale will make a fair-share contribution to the New Haven public school system, so that our young people can be prepared for scholarship or skilled employment at Yale.**

- In 2000, New Haven's children scored on average worse than children in Connecticut's other urban schools
- New Haven's schools are more crowded than urban schools elsewhere in Connecticut (kindergarten average in New Haven is 22.5 kids/class, compared to 18 statewide and 19 in other urban districts).
- The State of Tennessee reduced class sizes in low-income, poor-performing school districts. Within two years, scores improved dramatically.
- In 2002, Connecticut cut the budget for state grants to cities, causing a \$4 million shortfall and making New Haven raise taxes.
- If Yale weren't tax-exempt, the City of New Haven would have collected \$12.5 million more in 2001 from the properties owned by Yale.
- Yale's endowment earns \$5.4 million per day (using the average growth rate over the past 10 years).
- In New Haven, the salaries for new K-3 teachers that would be required to reduce primary class size to 16 kids/class would cost \$5.1 million annually.
- Harvard University voluntarily pays \$7.2 million annually to its host cities, over three times more than Yale University's voluntary payment of \$2.1 million "for fire service."
- Yale University owns \$1.1 billion of property in New Haven. Only \$61 million (or \$0.06 billion) of this property is taxable.

### What can we do?

1. We, members of the New Haven Community, must call on Yale to make a fair-share contribution to our public education system so that our children's future can be secured.
2. Class size can be negotiated by the teachers through their union contract. In July 2002, almost 1100 teachers in New Haven's schools signed a vision statement calling for:
  - Lower class size
  - Competitive salaries and medical benefits, and a respectable retirement plan in order to recruit and retain the best teacher for New Haven kids.
  - A certified teacher in every classroom.

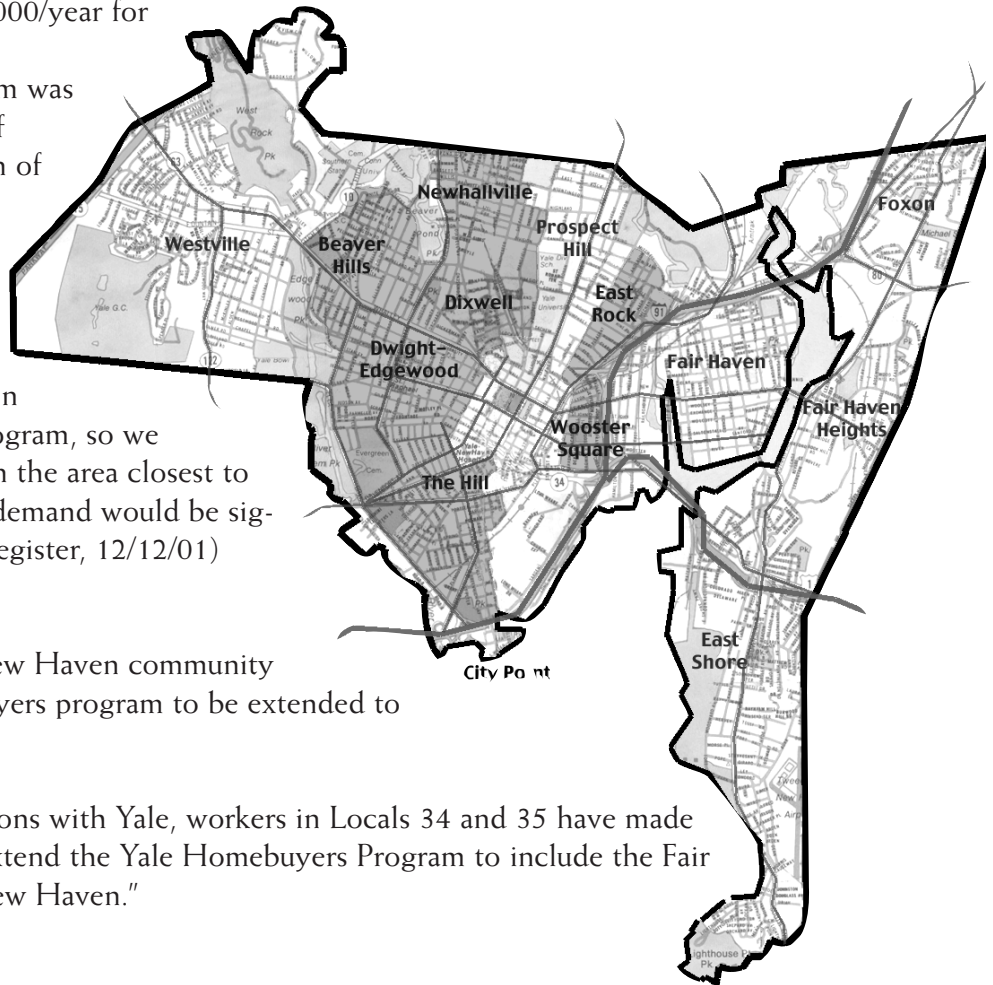
The teachers will be negotiating with the City throughout the summer and early fall.

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## Home Ownership

**To improve neighborhoods through stable home ownership, Yale will build upon the success of the current homebuyer program by expanding opportunities for home ownership and improvement throughout the city.**

- Fewer people own their homes in New Haven today compared to 10 years ago. In New Haven, 44% owned rather than rented in 1990, compared to under 40% in 2000.
- Homeownership is lowest among New Haven's minorities. Only 1 of every 4 black households own rather than rent, and only 1 of every 5 Latino households own rather than rent, compared to a majority of New Haven's white households.
- Over the past decade, New Haven's unemployment rate rose from 7.6% to 10.7% (Census2000). Good jobs are a prerequisite minimum for homeownership.
- New Haven has lost more than 10,000 housing units over the past decade (and about the same number of households left the city).
- Almost 500 people have taken advantage of the Yale Homebuyer Program over the past 5 years (Yale provides employees who buy houses in certain neighborhoods with \$5,000 at closing plus \$2000/year for 10 years).
- Yale's Homebuyer Program was expanded to include all of Beaver Hills and a portion of the East Rock neighborhood.
- Yale still excludes Fair Haven from its homebuyers program. When asked why, President Levin said, "It's an expensive program, so we decided to concentrate on the area closest to campus where the likely demand would be significant." (New Haven Register, 12/12/01)



### What can we do?

1. We as members of the New Haven community must call for Yale's homebuyers program to be extended to Fair Haven.

2. In their current negotiations with Yale, workers in Locals 34 and 35 have made the following proposal: "Extend the Yale Homebuyers Program to include the Fair Haven neighborhood of New Haven."