

Best Practices: Our Goals

We acknowledge the challenges of changes in the workplace culture and of long-established patterns of behavior and assumptions in our union-management relationship.

In 2008-2009, we will focus on creating a stronger foundation for partnership. This means three things: clarity about our commitment, improving our labor-management environment, and developing improved communications and problem-solving skills among managers and union leaders.

1. We improve the labor relations environment at Yale. In particular, we achieve greater consistency in the application of specific policies.
2. We redefine and renew the terms of our partnership.
3. We touch more people across the University through campus-wide projects that:
 - build interest-based problem solving and conflict resolution skills in key areas;
 - provide a goal-setting and performance feedback process for clerical and technical workers;
 - provide specific and concrete advancement and training support to job families (starting with the administrative assistant job family);
 - provide the knowledge and skills to enable managers to be informed, confident, and effective in engaging directly with employees and their union representatives on labor relations and day-to-day work issues;
 - improve the awareness of best practices emerging from this partnership.
4. We begin to change the culture through a new and different experience as employees begin and continue their careers at Yale.
5. We sustain and share the best practices and results achieved in key departmental initiatives in the Yale British Arts Center, Dining Services, Library, Yale Animal Resources Center, and Yale Health Services.
6. We strengthen the ability of Local 34, Local 35 and management to engage with each other as "strong" partners.
7. We create a durable infrastructure to support partnering work.