Class And Labor

EMORY

Lunch And Learn

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Divisions of Animal Resources
- Create an Ombuds office or similar office to serve staff as well as all other members of the university community
- Add “class” as a category of diversity
- Examine the charge of the Employee Council
- Promote third-party reviews of workplace practices
- Create standards for and enhance school-specific and division-specific employee-relations resources
- Strive to make available to every employee some space over which the employee has control
- Find ways to identify staff by name in their respective buildings
- Evaluate the telephonic clock-in system and consider fair alternatives
• Create a pledge or promise that reinforces a community approach to reminding each other about respectful behavior
• Monitor and respond to complaints through an office or system to be identified
• Emphasize repeatedly that all non-academic campus staff should be treated with respect by all members of the community
• Make diversity and inclusivity training part of every unit’s ongoing professional development plan
• Make anti-harassment training part of every unit’s ongoing professional development plan
• Create a network of clearly identified persons who are trained to know what to do and how to provide guidance when employment or ethical issues arise
• Include staff on major (nonacademic) committees of all schools and colleges
• Review appropriateness of exclusive nonwork spaces (e.g., faculty/staff locker rooms, the Faculty Dining Room, lounges) to determine whether they should remain as such or be altered to eliminate class distinctions
• Find ways to encourage units to ensure that every person in the unit receives invitations to common celebrations in the unit or building
Educating the Community about Class and Labor

- Foster open conversations about the history and current conditions of labor and labor organizing
- Remind staff of their access to information about their right to organize and make this information widely available
• Create a system of multiple media for communicating matters of importance
• Create and make publicly available a central digest of learning opportunities
• Conduct annual, locally focused surveys of staff and make units accountable for conducting surveys and acting on the results
• Annually examine and report to the Employee Council data about promotion, reclassification, and voluntary and involuntary termination of staff to demonstrate the extent to which Emory’s efforts are fair and supportive of Emory’s workforce
• Ensure that Employee Council representatives have access to leadership within their respective schools or units
• Continue to publicize Emory’s successes in training, education, and promotion
• Articulate a clear philosophy about staff development, promotion, and advancement
• Recognize that as a single—though large—organization, Emory benefits from having talented people who have experience in more than one area of the university
• Develop a university learning strategy and create the necessary organizational structure to support the strategy
• Establish a talent management strategy that identifies staff with high performance and high potential
• Increase access to education by allowing staff more work time flexibility to take more academic credit hours per semester, thus reducing the time to obtain a degree at Emory
• Increase Emory-provided courses leading to personal and professional enrichment
• Consider the impact on the fringe benefits pool of increasing the cap for tuition reimbursement
• Review the job-related restrictions of tuition-reimbursement for classes leading to degrees or certificates at other institutions
• Encourage and allow each staff member to take time for professional development annually
• Devise a competitive process that allows staff to take one month of paid sabbatical leave to learn new and important matters with job relevance
• Create a goal of 100 percent literacy and numeracy for staff and expect that all staff will be given the support and opportunity to attain this goal
Mandate targeted and efficient training for new supervisors, including faculty
 Require ongoing training of supervisors, including faculty
 Require periodic 360-style reviews of all supervisors
• Ensure that all jobs have access to some form of flexibility, recognizing that different jobs may require different approaches
• Continue to work towards and inform the community of child-care options on or off campus
• Continue to conduct market analyses of compensation
• Consider certain benefit improvements where Emory is below market
• Continue to increase the minimum wage for Emory staff and contract workers
• Budget money centrally to address market competitiveness problems, with priority being given to lower-paid staff positions
• Provide financial education geared toward the needs of staff
• Encourage departments to monitor work flow and ensure that staff are not asked to do more with less for extended periods
• Consider whether the university’s nondiscrimination policy could include “class” as a protected category
• Review program and policy changes to ensure that they do not disproportionately harm the less advantaged
• Evaluate differences in policy implementation across schools and departments
• Ensure that policies governing benefits, access to programs, and time management apply to day-to-day operations equitably across the institution
• Eliminate differences in library privileges among staff, students, and faculty
• Review policies to ensure consideration of their impact on staff members’ work-life balance
• Require in departments where staff are not assigned a computer that each staff member be allowed 15 minutes of computer time daily for connecting with Emory
• Create a committee to review parking and transportation at Emory as they affect people very differently according to class, job status, or income level
• Make the rational and process for choosing major contractors more transparent
• Establish a centralized campus entity to advise in selecting major contractors
• Implement regular evaluation of contractors
• Acknowledge explicitly and actively address the impediments that currently prevent the university from gaining independent knowledge about contractors’ employees
• Explore how companies engage in practices like monitoring demonstrations and holding closed-door meetings with employees about labor organizing
• Affirm that the role of Emory liaisons to major contractors is not only to facilitate the activities of these companies on our campus, but also to articulate and protect relevant university values and ethical practices
• Identify and, where possible, seek to reduce significant differences between the circumstances of Emory’s staff and circumstances of contracted workers
Examine the charge of the Employee Council – What does the Council mean the university? Why are we here? How can we be more successful?

Ensure that Employee Council representatives have access to leadership within their respective schools or units. What would this look like in your unit? Who would you think it would be helpful to have access to? What would this do to improve your role on council?

Annually examine and report to the Employee Council data about promotion, reclassification, and voluntary and involuntary termination of staff to demonstrate the extent to which Emory’s efforts are fair and supportive of Emory’s workforce.

How would we utilize this information?