From:	ray.fair@yale.edu
To:	"Nurse-Goodison, Margaret"
Subject:	FW: Ray Fair v. Yale University; CHRO Case No. 2330430
Date:	Thursday, July 10, 2025 11:56:51 AM
Attachments:	image002.png image003.png

From: ray.fair@yale.edu <ray.fair@yale.edu>
Sent: Monday, March 31, 2025 10:34 AM
To: 'Perry, Charles' <Charles.Perry@ct.gov>
Subject: RE: Ray Fair v. Yale University; CHRO Case No. 2330430

Dear Mr. Perry,

Here are my thoughts on the case and my suggestion for a settlement.

First, CHRO has ruled that Yale engaged in illegal age discrimination in stopping the retirement benefits. In my case they ceased on July 2014 and began again on November 2022, 8 years and 4 months. Given that this was illegal, it seems the right thing for Yale to do would be to reimburse me for the lost benefits plus interest. The lost benefits according to Yale's calculation total $162,802. The post settlement interest rate in Connecticut I believe is 8 percent. If 8 percent is applied to the lost benefits per year, where, for example, for the lost benefits in 2014 the value is multiplied by 1.08 raised to the 11th power (11 years between 2014 and now). The lost benefits for 2015 are multiplied by 1.08 raised to the 10th power, and so on. This works out to about 70 percent more on the total, so about $162,802 times 1.70, or $276,763 with interest.

Second, I understand that my complaint was not a class action suit, so we are only dealing with me. I have been on the Yale faculty for a little over 50 years. I assume Yale wants to treat its faculty fairly and with respect. If by mistake or whatever, it illegally withheld compensation from some faculty members, the right thing to do would be to make amends. After all, we are all part of the Yale community. This should be done regardless of any statute of limitations because it is obviously the right thing to do. Faculty were illegally denied compensation. I would thus like to request the full $276,763, and I hope that Yale would make amends to everyone affected all the way back to when each person was affected (with interest).

Thanks for all your work on this.

Ray Fair
Professor of Economics
Yale University

From: Perry, Charles <Charles.Perry@ct.gov>
Sent: Friday, March 28, 2025 7:09 AM
To: ray.fair@yale.edu
Subject: RE: Ray Fair v. Yale University; CHRO Case No. 2330430

Hi Professor Fair,

Please see Respondents reply to your questions.

These calculations do not include interest.
The number back to 2014 is $162,802.

www.ct.gov/chro

Charles E. Perry
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P: 860-541-3438 | F: 860-241-4869
Charles.Perry@CT.Gov

From: ray.fair@yale.edu <ray.fair@yale.edu>
Sent: Thursday, March 27, 2025 3:53 PM
To: Perry, Charles <Charles.Perry@ct.gov>
Subject: RE: Ray Fair v. Yale University; CHRO Case No. 2330430

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I have two questions maybe before we talk.

First, the contributions ceased on July 2014, and began again on November 2022. This is 8 years and 4 months. Why did they stop at 6 years?

Second, do their calculations include any interest on the forgone contributions?

Thanks.

Ray

From: Perry, Charles <Charles.Perry@ct.gov>
Sent: Thursday, March 27, 2025 3:19 PM
To: ray.fair@yale.edu
Subject: Ray Fair v. Yale University; CHRO Case No. 2330430

Hi Professor Fair,

I've just spoken with Respondent's Counsel and the numbers that they conclude would be due to you if the contributions had continued are below:

Please keep in mind that these are just Yale's contributions to your plan.

1 year contributions total $21,134;
3 year contributions total $61,482; and
6 year contributions total $122,744.

Please be advised that while they have provided these numbers, they are clear that they are either unable or unwilling to settle for such large amounts. However, with that they are willing to at least discuss a possible settlement with you. Please review these numbers and I will contact you tomorrow via telephone or you can call me directly at the number listed below.

Sincerely,

www.ct.gov/chro

Charles E. Perry
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