From: ray.fair@yale.edu
To: "Nurse-Goodison, Margaret"
Subject: FW: Pension dispute
Date: Wednesday, October 15, 2025 4:20:58 PM

-----Original Message-----
From: nordhaus <william.nordhaus@yale.edu>
Sent: Thursday, November 3, 2022 10:57 AM
To: Fair, Ray <ray.fair@yale.edu>
Subject: Pension dispute

Dear Ray,

I am told by Bill B that the issue of the pension capping has come up at Cowles coffee. I have been working on the issue with colleagues at the Law School and want to give you a heads-up.

We are now at a pivotal moment on the pension issue. A quick
summary: After reviewing the situation with outside experts, our legal experts from the Law School think there is a serious case of age discrimination in Yale's policy. Following that up, a colleague from the Law School and I have met with staff from the General Counsel's Office and HR on what we regard as unlawfully suspended pension contributions.
They have been completely unproductive -- except to inform us with lack of response that the university is not planning any actions for the suspended benefits. Complete stonewall.

We have contacted outside counsel to help us navigate the next steps. Any legal action on age discrimination must begin with a complaint to CHRO (the CT version of EEOC). We plan to do that in the next week. This will put pressure on Yale to take the complaint seriously. It is a non-public complaint, so no YDN at this stage.

I wonder whether you would like to join by filing a complaint yourself. I think we will be more effective if it is a blizzard rather than a couple of snowflakes. The process is very simple, and we will prepare a template for colleagues who would like to join.

If you have questions, glad to answer.

Best,

Bill