From: ray.fair@yale.edu
To: "Nurse-Goodison, Margaret"
Subject: FW: Pension dispute
Date: Wednesday, October 15, 2025 4:21:08 PM

-----Original Message-----
From: ray.fair@yale.edu <ray.fair@yale.edu>
Sent: Thursday, November 3, 2022 11:16 AM
To: 'nordhaus' <william.nordhaus@yale.edu>
Subject: RE: Pension dispute

Bill,

Yes, count me in. There is another possible legal issue I have been complaining about for 10 years. Once Yale has deemed a faculty member to be at no financial risk, which for me and historically almost always comes at age 70, it stopped paying into my pension. However, it did not allow me to take my retirement that Yale had put in until I retire. Allowing me to take this money costs Yale nothing, and this is now deemed to be no risk in taking it, and it would benefit me. A Pareto optimal move. They don't say this, but I think the only reason they do this is to encourage retirement. I think something done solely to penalize someone who doesn't retire is not legal. Many universities allow all retirement to be taken out at age 70. At one point Yale said it was going to allow this in the next year, but this never happened. I keep asking for a reason they won't allow a Pareto optimal move, and they never respond.

Ray

-----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