

Date: Wednesday, April 15, 2009, 8:08 AM

To: The Faculty, Staff, Students, and Alumni of Yale University
From: Richard C. Levin
Re: Milestone Labor Agreement

I am delighted to announce a milestone in labor relations at Yale. Last evening, our employees in Locals 34 and 35 of UNITE HERE overwhelmingly ratified new three-year contracts, more than nine months before the expiration of their current contracts.

I have long hoped that Yale and its unions could find a new way of working together. This has been our aim since the last contract negotiations were concluded in 2003, and I am greatly encouraged that our efforts have been so successful. After years of discord and disharmony, we have demonstrated that reasoned negotiation is possible and that collaboration is the best path to the future. I am grateful to Laura Smith and Bob Proto, presidents of Locals 34 and 35, respectively, for their vision and leadership in helping us reach this turning point.

The highlights of the new contracts include:

Local 35 Salary Increases

- January 2010 2%
- January 2011 3.25%
- January 2012 3.25%

Local 34 Salary Increases

- January 2010 no increase
- January 2011 2%
- January 2012 2%

Health Care

- Represented employees and their families will continue to have the option of fully paid health coverage under the Yale Health Plan.
- Newly hired employees will be automatically enrolled in the Yale Health Plan during their first three years of employment. They will then have the option of choosing more expensive health coverage offered by an external insurer.

Union Growth

- Jurisdictions of both unions will include the University's new West Campus.
- Expanded criteria for the highest clerical and technical labor grade in Local 34.
- Reexamination of potentially misclassified management positions.

- Continued transitional temporary employment to any Local 34 employees who are laid off.

Future Dialogue and Contract Negotiations

- Labor-Management Policy Board and the "Best Practice" initiatives will continue.
- Negotiations on successor agreements to the new contracts will begin a minimum of 12 months prior to their expiration.

Current Retirees

Pension benefits for current retirees are not subject to the collective bargaining process, but the University has committed to addressing the needs of retirees with the smallest pensions.