

## YALE UNIVERSITY REPRESENTATIVES/AGENTS DISPLAY BAD BEHAVIOR AT BULLDOG DAY EVENT

April 8, 2018

To The Editor:

The Yale Police Benevolent Association (Y.P.B.A.), an independent labor union representing all non-supervisory police officers and detectives of the Yale University Police Department, has been in contract negotiations with Yale University for almost two years. While the parties have resolved many proposals, several important issues remain unresolved, such as healthcare, pension, job security and procedural due process protections in disciplinary matters. The Y.P.B.A. has already made numerous concessions, including major concessions on healthcare. After gaining those concessions, Yale wants to quickly conclude bargaining because they achieved what they wanted.

In an effort to move the process along, the Y.P.B.A. conducted leafleting at the Bulldog Day's Dean's Address and Welcome Showcase event held at the Shubert Theater on April 7, 2018. The Y.P.B.A.'s leaflets explained the outstanding contract issues and our frustration with the lack of progress and Yale's attitude at the bargaining table. The Y.P.B.A. was shocked at the behavior of the various Yale representatives and agents at the Shubert Theater event. As the Y.P.B.A. members were quietly distributing leaflets to prospective students and their parents, event ushers in Yale's employ acted rudely and unprofessionally in an attempt to obstruct their efforts. Specifically, event ushers and leaders ran interference as they were escorting the prospective students and parents into the theater. University ushers warned students and parents not to take Y.P.B.A. leaflets, declaring they contained propaganda and misleading information. Moreover, several ushers snatched Y.P.B.A. leaflets out of prospective student's and parent's hands. Yale's ushers were rude to our members and attempted to stifle our free speech.

In an ever more shocking display of undemocratic and borderline assaultive behavior, a female Yale usher forcibly wedged herself between a parent and our member in an attempt to prevent the member from handing a union leaflet to a parent. The usher then extended her arms and physically pushed our member back, away from the parent, as she escorted her charge into the theater. Our shocked member protested by saying to the usher, "Nice. You don't treat people that way. We are standing on the public sidewalk; we have the right to be here." The usher's aggressive behavior reflects poorly on Yale; however, our member remained professional, courteous and respectful.

The Y.P.B.A. is disappointed and dismayed that Yale would instruct its representatives and agents to engage in behavior antithetical to the Constitution. Peter Salovey, President of Yale University, authored an article entitled: "Free Speech, Personified," which was published in the Opinion section of the New York Times on November 26,

2017. In his opinion piece, Mr. Salovey lauds Pauli Murray, a 1965 graduate of the Yale Law School, who passionately advocated for the rights of all people to speak freely. Mr. Salovey stated: “Last month, Yale proudly dedicated a new residential college named for Pauli Murray. Murray’s prescient words – and her lifetime of action – speak forcefully to us about the essential freedoms at the heart of all struggles for equality and dignity . . . our responsibility to protect freedom of expression.” Surely, President Salovey would appreciate the right of the Y.P.B.A. to speak freely regarding the need for a fair and equitable Collective Bargaining Agreement. Yale should practice what it preaches.

Richard Simons  
President  
Y.P.B.A.