

## Agreement

In response to Heather Salome's concern over job security it is agreed that:

1. Heather will accept the Yale Center for International and Area Studies offer of a position serving both the West European and Latin American Councils.
2. Funding for this position is secure for one year, July 1, 1993 to June 30, 1994.
3. Heather will work directly with the Chairs of the Councils within the framework of the larger Center structure. If there are conflicts which Heather cannot resolve directly with the Chairs she--or either Chair--may approach Beverly Kimbro for assistance.
4. Everyone recognizes that Heather will have only twenty hours per week to be split between the two Councils, and her duties will have to be adjusted accordingly. The Chair of each Council will meet with Heather in advance of her assuming duties for the Latin American Council to limit and prioritize her general responsibilities for each Council.
5. Neither side waives any position it might have taken had the grievance been heard. This settlement is without prejudice to any argument either party would make should the University threaten Heather with layoff in the future.

*Catherine Meyerson*  
for the Union

*William T. July*  
for the University

17 May 1993  
date