

# YaleNewHavenHealth

**Vice President, Labor Strategy and Senior Associate  
General Counsel**

Leadership Profile

October 2024

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## The Opportunity

Yale New Haven Health seeks a dynamic and collaborative executive to serve as its Vice President, Labor Strategy and Senior Associate General Counsel (Vice President).

Yale New Haven Health (YNHHS) is the largest and most comprehensive healthcare system in Connecticut. It is recognized for advanced clinical care, quality, service, cost effectiveness and commitment to improving the health status of the communities it serves. YNHHS includes five hospitals – Bridgeport, Greenwich, Lawrence + Memorial, Westerly and Yale New Haven hospitals, several specialty networks and Northeast Medical Group, a non-profit medical foundation with several hundred community-based and hospital-employed physicians. YNHHS is affiliated with Yale University and Yale Medicine, the clinical practice of the Yale School of Medicine.

Reporting to the Senior Vice President, Legal & Risk Services, with a dotted line to the Senior Vice President & Chief Human Resources Officer, the incoming Vice President is the system's principal subject matter expert on all matters related to labor relations and strategy. As a member of the Legal & Risk Services Department, this role also provides a wide range of legal services related to employment and labor issues. By fostering strong, collaborative partnerships, this role ensures seamless coordination across the health system to provide comprehensive employment and labor law counsel to YNHHS and its affiliates.

This role offers an exceptional opportunity to join a dynamic, high-performing in-house Legal and HR team within a positive, open, and responsive work environment. The Vice President will play a critical leadership role, known for their collaborative approach, visibility, and accessibility. This individual must demonstrate high integrity, strong listening skills, and a solutions-oriented mindset. As an innovative leader, they will identify and implement strategies that support YNHHS's employee relations goals, fostering a vibrant, inclusive, and rewarding workplace culture.

The successful candidate must have excellent academic credentials, a law degree from an ABA accredited school of law, membership in the State Bar of Connecticut or eligibility for admission based on reciprocity or authorized in-house counsel status, and a proven track record of at least fifteen years of experience in labor relations, preferably within a large, complex organization in the private sector. Key areas of expertise that will be highly valued for this role include experience serving as the chief or lead negotiator in collective bargaining negotiations, overseeing and administering labor grievance and arbitration procedures, including dispute resolution, and drafting collective-bargaining proposals, contract language, and letters of understanding. This position will require the incoming leader to be onsite at least three days/week to foster collaboration, visible and active engagement with the team and leadership.

## Organization Overview

Yale New Haven Health System (YNHHS) is a nationally known academic health system dedicated to Patient Care, Teaching, Research, and Community Service. YNNH is proud to be affiliated with the prestigious Yale University and its highly-ranked Yale School of Medicine. As Connecticut's leading healthcare system, the system includes Bridgeport, Greenwich, Lawrence + Memorial, Yale New Haven, and Westerly Hospitals, as well as the Northeast Medical Group (a multispecialty physician practice) and various post-acute and ambulatory providers.

### Vision, Mission, and Values

#### Vision

Yale New Haven Health enhances the lives of the people we serve by providing access to high value, patient-centered care in collaboration with those who share our values.

#### Mission

Yale New Haven Health is committed to innovation and excellence in patient care, teaching, research, and service to our communities.

#### Values

<i>Integrity</i>	Doing the right thing.
<i>Patient-Centered</i>	Putting patients and families first.
<i>Respect</i>	Valuing all people.
<i>Accountability</i>	Being responsible and taking action.
<i>Compassion</i>	Being empathetic.

**Yale New Haven Hospital (YNHH)** is a 1,541-bed academic medical center, which includes Smilow Cancer Hospital, Yale New Haven Children's Hospital, and Yale New Haven Psychiatric Hospital. YNHH has two inpatient campuses in New Haven: a 1,000+ bed campus based on York Street and the 500+ bed Saint Raphael Campus, acquired in 2012. The hospital includes numerous outpatient specialty centers, as well as diagnostic services throughout the state. Backed by the exceptional faculty and resources of Yale School of Medicine, YNHH offers more than 90 residency and fellowship programs, providing outstanding clinical training and research opportunities. YNHH receives national and international referrals and is nationally recognized for its commitment to teaching and clinical research. YNHH has been a **Magnet** designed hospital since 2011 through the American Nurses Credentialing Center. YNHH has more than 3,500 registered nurses, more than 800 residents and fellows and 5,000 university and community physicians, practicing in more than 100 medical specialties.

**Bridgeport Hospital** is a non-profit 383-bed urban teaching hospital with separate campuses in Bridgeport and Milford. The hospital operates the only burn center in Connecticut – The Connecticut Burn Center. Bridgeport Hospital is certified by the Joint Commission as a Primary Stroke Center and approved by the American College of Surgeons Commission on Cancer as a teaching hospital cancer program.

**Greenwich Hospital** is a non-profit, 206-bed community teaching hospital. It was the first Connecticut hospital to receive the Joint Commission Gold Seal of Approval for adhering to strict standards for excellence and safety in spinal fusion and total hip and knee replacement. The hospital also received the American Heart Association and American Stroke Association quality achievement award for its higher stroke care standard. As a progressive

regional healthcare center, it includes Smilow Cancer Hospital at Greenwich located on campus and adjacent to the main hospital and Smilow Cancer Center in Stamford.

**Lawrence & Memorial Hospital (LMH)** is a non-profit, 280-bed general and acute care hospital providing patient care to medical, surgical, pediatric, psychiatric and obstetrical patients in southeastern Connecticut since 1912. The hospital is also an important healthcare provider for the residents of Fishers Island, New York, and Washington County, Rhode Island. Specialty areas include southeastern Connecticut's only Newborn Intensive Care Unit, a Wound and Hyperbaric Center, an acute inpatient rehabilitation unit, and LMH Smilow Cancer Center in Waterford. LMH offers cardiac acute, step-down and rehabilitation programs and is the only eastern Connecticut hospital that performs emergency and elective angioplasty.

**Westerly Hospital** is a 125-bed hospital that provides Washington (RI) and New London (CT) County residents a wide array of medical, surgical, laboratory and rehabilitative services. With 130 primary and specialty physicians, Westerly Hospital serves the entire community with family-centered medical care. Embedded in the hospital is the Smilow Cancer Hospital at Westerly.

**Northeast Medical Group (NEMG)**, established in 2010, is a system-wide, not-for-profit multispecialty medical group with over 2,000 employees including more than 1,000 clinicians in dozens of different specialties including primary care. NEMG and Yale Medicine constitute an aligned clinician enterprise to provide coordinated primary and specialty care to the YNHHS community.

# Position Summary

## Reporting Relationships

The Vice President, Labor Strategy and Senior Associate General Counsel (Vice President) reports to the Senior Vice President, Legal Services, with a dotted line to the Senior Vice President & Chief Human Resources Officer

## Responsibilities

- Develops and implements short and long-term strategic labor objectives in alignment with YNHHS' business objectives;
- Advises leaders from across YNHHS on legal, strategic, operational, and financial topics related to labor, including current and contemplated future labor laws, collective bargaining agreements, union management, and other relevant matters.
- Leads the Labor & Employment practice group within the YNHHS Legal and Risk Services Department (LRSD), managing a high-performing team of legal and administrative professionals to provide counsel and legal guidance to YNHHS leadership.
- Acts as YNHHS' principal subject matter expert and chief strategist for all matters pertaining to collective bargaining negotiations and labor relations across YNHHS, supervising other labor relations professionals in negotiation and administration of labor agreements.
- Collaborates with key stakeholders from HR and Operations to educate employees on all organized labor issues; reviewing, interpreting, and making recommendations on company policies and procedures with respect to labor issues; serving as an organizational resource in raising issues that may result in a gap between stated organizational goals and actual practice.
- Serves as a member of the Human Resources Executive Council (HREC).
- Leads the education of operational management and others to comply with labor agreements and company rules; working actively to avoid unnecessary litigation, and recommending resolutions to effectuate the same.
- Partners with HR and other senior leaders in developing business strategy to enhance YNHHS' culture while preserving our direct relationship with employees.
- Leads the negotiation and administration of collective bargaining agreements, supervising the efforts of other HR and labor relations professionals and attorneys as needed.
- Serves as the primary liaison to Yale University and the Yale School of Medicine on all labor-related matters.
- Develops strong, constructive, working relationships with labor union representatives.
- Provides indirect (e.g., dotted-line) oversight of the Labor Relations function within HR, in close partnership with the Vice President, Inclusion, Belonging, and Employee Relations to ensure that labor relations activities comply with all relevant laws, and providing legal advice affecting the development and implementation of strategic initiatives and business operations.
- Serves as primary point of contact and strategic partner for Human Resources and System and delivery network management on labor strategy and labor law matters.
- Investigates grievances and employee conduct and /or organizational practices and deliver feedback, where appropriate.

- Selects and retains outside counsel as needed and manages legal expenses in subject matter areas of responsibility.
- Performs other duties as requested by the Senior Vice President, Legal Services, Executive Vice President & Chief Legal and Administrative Officer, and/or Senior Vice President & Chief Human Resources Officer.

## Goals and Objectives

The following represent areas in which the Vice President, Labor Strategy and Senior Associate General Counsel is expected to make significant progress within the first 18 to 24 months of their tenure. They are not listed in any particular order of significance.

- Establish relationships and leadership credibility within Yale New Haven Health System and externally with labor unions and other constituent groups.
- Lead in the definition of YNHHS's labor relations philosophy and strategy, and oversight of major labor contract negotiations.
- Further refine and optimize YNHHS's labor relations environmental assessment and facilitate redefinition, as appropriate, of YNHHS's labor relations strategy in collaboration with the senior management team.
- Define current labor relations vulnerabilities and opportunities, and establish and implement action plans to address these issues. Establish clear near-term labor relations priorities for YNHHS's, gain senior management endorsement of these priorities, and build out a calendar of labor contract negotiations events with definition of internal and external resources to be deployed. Serve as a principle educator on all of the above.
- Serve as first chair negotiator in major labor contract negotiations.
- Monitor successful execution of recently negotiated CBAs, and enhance relationships with union partners.
- Successfully integrate labor relations activities across YNHHS and in collaboration with Yale University and the Yale School of Medicine.
- Liaise with outside legal counsel and consultants to optimize the use and efficiency of outside resources.
- Serve as a trusted and highly collaborative thought leader on labor and employment relations and strategy throughout the organization.



# Candidate Qualifications

## Education/Certification

- Bachelor's degree required.
- J.D. from a law school accredited by the American Bar Association Required.
- Membership in the State Bar of Connecticut, or eligibility for admission based on reciprocity, or in-house counsel is required.

## Knowledge and Work Experience

- Minimum fifteen years of experience in labor and employment law required.
- Extensive experience leading labor relations functions in private sector.
- Prior experience advising healthcare provider organizations on labor and employment matters is strongly preferred.
- Understanding of benefits law and ERISA a plus.

## Leadership Skills and Competencies

- Excellent communication skills, both oral and written, including legal and business writing and the ability to provide timely, effective, and actionable legal insights to leadership, executives and other relevant stakeholders.
- Ability to develop productive, collegial relationships with a broad range of partners at all levels. Clear and strategic thinker, with ability to quickly identify root causes of problems and develop creative and strategic solutions.
- Ability to work in a fast paced and challenging environment, demonstrating exceptional interpersonal skills and ability to interact with a range of personalities and styles, and establish effective working relationships at all levels of the organization.
- Comfortable working under pressure and time constraints, and in maintaining a public profile.
- Extensive experience leading private sector collective bargaining negotiations, labor litigation/arbitration, grievance resolution and conflict management.
- Adheres to sound legal and ethical practices. Ability to juggle many complex and competing matters simultaneously.
- Autonomously manages a high volume and complex workload within subject matter areas of expertise. Interacts with HR and LRSD personnel to ensure that legal and labor relations services are provided to YNHHS in a timely, practical and cost effective manner consistent with the mission and values of the organization.

## The Community

Yale New Haven Health System is headquartered in New Haven, Connecticut, the 29th most populous state with 3.6 million residents.

The Connecticut River cuts through the center of the state, flowing into Long Island Sound, Connecticut's outlet to the Atlantic Ocean. Despite its size, the state has regional variations in its landscape and culture from the wealthy estates of Fairfield County's "[Gold Coast](#)" to the rolling mountains and horse-farms of the Litchfield Hills in northwestern Connecticut. Connecticut's rural areas and small towns in the northeast and northwest corners of the state contrast sharply with its industrial cities.

Connecticut enjoys a temperate climate thanks to its long coastline on the Long Island Sound. This has given the state a strong maritime tradition. In the 18th and 19th centuries, Connecticut had ready access to raw materials, which helped to develop a strong manufacturing industry.

The coastline of Connecticut and Rhode Island boasts a mix of urban centers, historic towns, and picturesque natural landscapes. Stretching from the bustling shores of New Haven to the serene beaches of Westerly, Rhode Island, this region is defined by its coastal charm, cultural attractions, and strong educational roots. Key areas such as New Haven, New London, Greenwich, and Westerly offer unique qualities that make the coastline an attractive destination and a desirable place to live.

### New Haven, Connecticut

New Haven is a vibrant cultural hub, known for its historical significance and academic prestige. The city is home to Yale University, one of the most renowned educational institutions in the country, which plays a major role in the community's intellectual and cultural life. The Yale University Art Gallery and the Peabody Museum of Natural History provide world-class art and science exhibits. The Shubert Theatre is another cultural gem, hosting Broadway shows and performances throughout the year.

The city's geography features a scenic harbor on Long Island Sound and surrounding parks like East Rock Park, where visitors can hike to scenic vistas. New Haven's population of approximately 135,000 reflects a diverse community, enriched by students, faculty, and residents from various cultural backgrounds. The city's culinary scene is notable for its iconic New Haven-style pizza, with famous spots like Frank Pepe's and Sally's Pizza drawing both locals and tourists.

### New London, Connecticut

Located along the coast, New London is a historic port city with a deep maritime heritage. Its waterfront district features charming shops, restaurants, and historic architecture that reflect its seafaring past. The city's population of about 27,000 enjoys access to Ocean Beach Park, a popular summer destination with a sandy beach, boardwalk, and mini-golf.

New London is also a center for education, hosting the United States Coast Guard Academy and Connecticut College. These institutions provide cultural and sporting events that engage the community. The Garde Arts Center adds to the city's cultural appeal by offering live music, theater, and film screenings.

### Greenwich, Connecticut

Greenwich is an affluent town located in the southwestern corner of Connecticut, just a short train ride from New York City. With a population of around 63,000, it is known for its high median income and well-educated residents, many of whom work in finance or commute to New York for business. The town offers a blend of sophistication

and natural beauty, with upscale shopping on Greenwich Avenue and beautiful parks like Greenwich Point Park, which provides beach access, trails, and scenic views of Long Island Sound.

The Greenwich public school system is among the best in the state, and the town's proximity to New York enhances its appeal as a residential area. The Bruce Museum offers educational programs in art and natural history, further enriching the community.

## Westerly, Rhode Island

Westerly, located on the southwestern coast of Rhode Island, is a quaint seaside town with a population of about 23,000. Known for its summer tourism, Westerly offers beautiful beaches such as Misquamicut State Beach and Watch Hill Beach, attracting visitors who enjoy the sandy shores and coastal activities. The Napatree Point Conservation Area is a must-see for nature enthusiasts, featuring pristine landscapes and opportunities for birdwatching.

The town also has a strong cultural scene, with events like the annual Virtu Art Festival and concerts at the Knickerbocker Music Center. Westerly's community-based education system is well-regarded, and its proximity to the University of Rhode Island in Kingston offers additional educational and cultural resources.

The Connecticut and Rhode Island coastline provides a dynamic blend of urban amenities, historical charm, and natural beauty. From New Haven's academic vibrancy to Westerly's beachside tranquility, each community along the coast brings its own distinctive character to the region. Whether for a day trip or a longer stay, there's plenty to explore and enjoy.

## Procedure for Candidacy

Please direct all nominations and applications to Werner Boel and Wendy Kerschner through the WittKieffer Candidate Portal by clicking [here](#). Candidates can also find this portal via the WittKieffer website at [www.wittkieffer.com](http://www.wittkieffer.com) and select the "Become a Candidate" button. If you have trouble logging into the portal or have any inquiries about the opportunity, please contact us at [wkerschner@wittkieffer.com](mailto:wkerschner@wittkieffer.com).

*Yale New Haven Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status or any other status protected by law.*

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