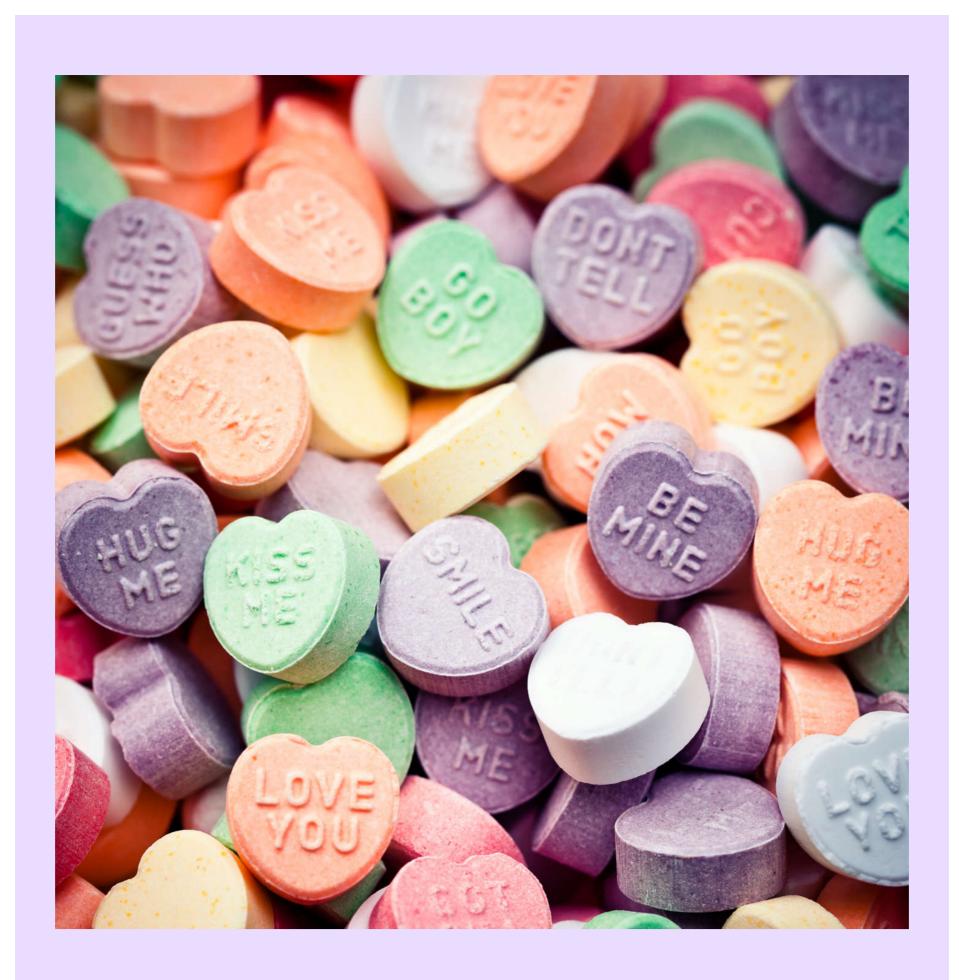


We are the union of Chatham University faculty.





2/14/2024

It's Valentine's Day and we love our Chatham community! As faculty have come together this year to form a union, they have repeatedly discussed how much they admire and respect their students, their colleagues, and the Chatham community. Faculty have emphasized their desire to promote a healthy and thriving Chatham.

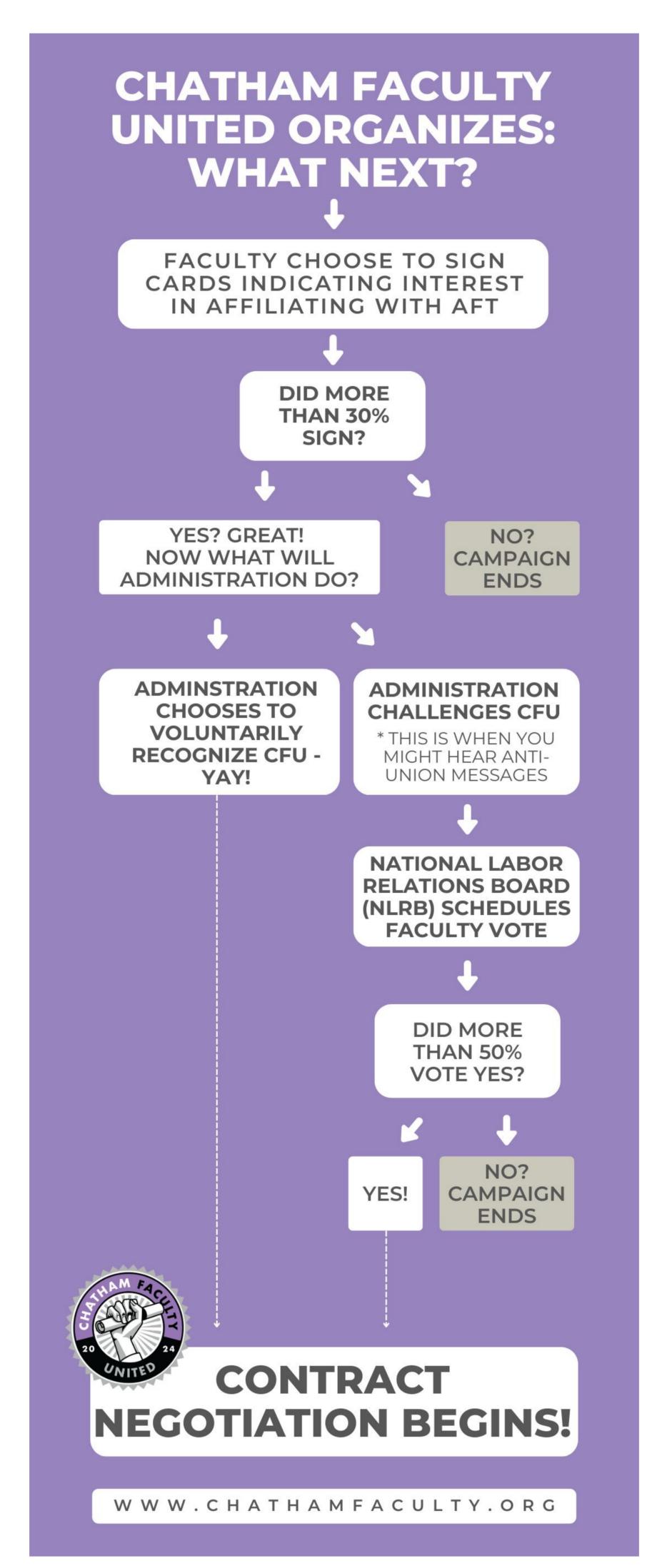
Today is also the final day of the 8-day period under federal guidelines in which the administration has to respond to our formal petition to form a union. As you know, about 76% of Chatham faculty signed cards indicating their desire to unionize. The administration will now do one of three things:

- 1. Voluntarily recognize the union (this is what we hope will happen!)
- 2. Challenge our efforts, resulting in an NLRB election
- 3. Not respond (the AFT lawyers would then represent us in further legal actions)

See below for more details on where we are in the union process. And it's not too late to sign a card: reach out to a member of the core organizing committee listed at the bottom of this message.

Steps to a Union Contract

Here is a handy infographic of the steps to a union contract.



View on the Website

Alumni Support CFU

Did you see the petition created by Chatham alumni and signed by over 300 graduates of the university in support of faculty unionization? Here's what it says:

"The Chatham University alumni community, driven by our deep commitment to the values and future of our alma mater, urgently seek your support for our dedicated faculty members as they strive to unionize.

Our years at Chatham were profoundly shaped by the support and expertise of the faculty, who played an indispensable role in our lives. We cannot overstate their contributions to our education, which have also been crucial to our dedication to the university.

We are deeply concerned about the challenges faced by many faculty members, including job insecurity, cuts to benefits and salaries, unsafe classroom conditions, and limited voice in university governance. These issues jeopardize our faculty's ability to deliver the high-quality education for which Chatham is renowned.

Faculty excellence plays a crucial role in the experience of Chatham's current and future students; it also shapes our alma mater's long term sustainability, impacting enrollment, retention, and alumni engagement. It is important to note that alumni donations arise from faculty connections, not relationships with the administration. Unionization prioritizes the well-being of both faculty and students – a crucial investment in Chatham's future.

In conclusion, we request the Board of Trustees to consider the outstanding impact faculty has had on generations of students. We urge the Board to stand with us to affirm their right to unionize for a better future for Chatham University."

Read the Full Petition

🤪 Did You Know? 💡

This Week's FAQ: What's the difference between a Faculty Senate and a Faculty Union?

A faculty senate and a faculty union are compatible and not mutually exclusive entities. Their roles are somewhat different and many universities have both. A key distinction is that a faculty senate makes recommendations while a union contract is legally binding.

Many Chatham faculty support having both a senate and a union. A union contract can include shared governance provisions. Chatham Faculty United believes that a union contract that requires faculty to be treated as equal partners in the governance of the institution will lead to a stronger, healthier university.

What's the difference?

	Faculty Senate	Faculty Union
Members	✓ Representatives elected from the full faculty.	✓ All faculty members are members.
Leadership	✓ Elected from the representatives.	✓ Elected from the full faculty (such as bargaining committee).
Role	 ✓ Makes recommendations on policy and other matters to administration. ✓ Advisory body. 	 ✓ Negotiates a contract ensuring compensation and benefits. ✓ Safeguards teaching and learning conditions. ✓ Provides members with institutional transparency (analyses of budgets, enrollment, etc). ✓ Reinforces collegiality.
Accountability & Transparency	 ✓ Administration does not have to accept recommendations. ✓ No transparency of decision making required. 	 ✓ Contract is a legally enforceable document. ✓ Formalized grievance procedures. ✓ Transparency of union committee decision making with full faculty.
Shared Governance	✓ Similar to current Chatham faculty meeting structure, with ability to discuss and advise on issues.	 ✓ Faculty have contractual, legally enforceable voice in decision making. ✓ Shared governance can't be taken away or ignored.

Read More Here



Lend a Hand!

CFU belongs to all of us. How do you want to help your union?



Questions?

If you have questions, check in with an organizing committee member. Members of the committee are here to listen and learn together with you. We are volunteers committed to a transparent and inclusive process, because this union belongs to all of us.

Mike Boyd (mboyd50@gmail.com)

Kevin Hatala (kevin.g.hatala@gmail.com)

Lou Martin (wvulou@yahoo.com)

Chris Murakami (cdmurakami@gmail.com)

Jessie Ramey (jessie.b.ramey@gmail.com)

John Stakeley (jsstakeley@gmail.com)

Jennie Sweet-Cushman (jsweetcushman@gmail.com)

Erin Marie Williams-Hatala (erinmarie.williams@gmail.com)

Ann Williamson (islandgirl57@hotmail.com)

Gina Zanardelli (gzanardelli3@gmail.com)



Chatham Faculty United

ChathamFacultyUnited@gmail.com www.ChathamFaculty.org