



Organize. Educate. Unite.

We are the union of Chatham University faculty.

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Quick Facts

Rather than voluntarily recognizing Chatham Faculty United as we requested, the administration has hired Duane Morris, a national union-busting law firm. This is the law firm that charged the Central Bucks School District \$1.75 million last year to fight a lawsuit brought by LGBTQ+ students alleging discrimination. Duane Morris charges \$640-\$940 per hour, per lawyer.⁽¹⁾ "Union avoidance consultants" typically assist clients with anti-union emails and messaging. We don't know how much all of this will cost Chatham, but we know that money could have been spent on students, academic programs, and faculty/staff benefits. While many of us hoped the administration would voluntarily recognize our union, this was not entirely unexpected, and the organizing committee has been compiling evidence that we are not managerial employees in anticipation of this challenge.

(1) Philadelphia Inquirer, 12-1-2023

#WeAreCFU



KRISTIN HARTY
Education

[View All Testimonials & Endorsements](#)

Zoom Tool Kit

Want to show your support for Chatham Faculty United? Here's an easy way to do that when you're in meetings: add the CFU logo as your profile picture on Zoom. You can also use a custom virtual background with the CFU logo for your next Zoom meeting. You have the legally protected right to display support for your union at work.

- How to add a [profile picture](#) on zoom.
- Download a high-res copy of the [CFU logo](#) to serve as your profile picture.
- How to use a [virtual background](#) in zoom. (Note that if you have your zoom video set to "mirror," the background will look flipped to you, but it will look correct to others.)
- Download a custom [CFU virtual background](#) designed for zoom.

New Buttons Are Here!

Have you noticed the awesome new CFU logo? Now we have new buttons, too! It is perfectly legal, appropriate, and encouraged to wear a button at work. Contact an organizing committee member to get yours today.

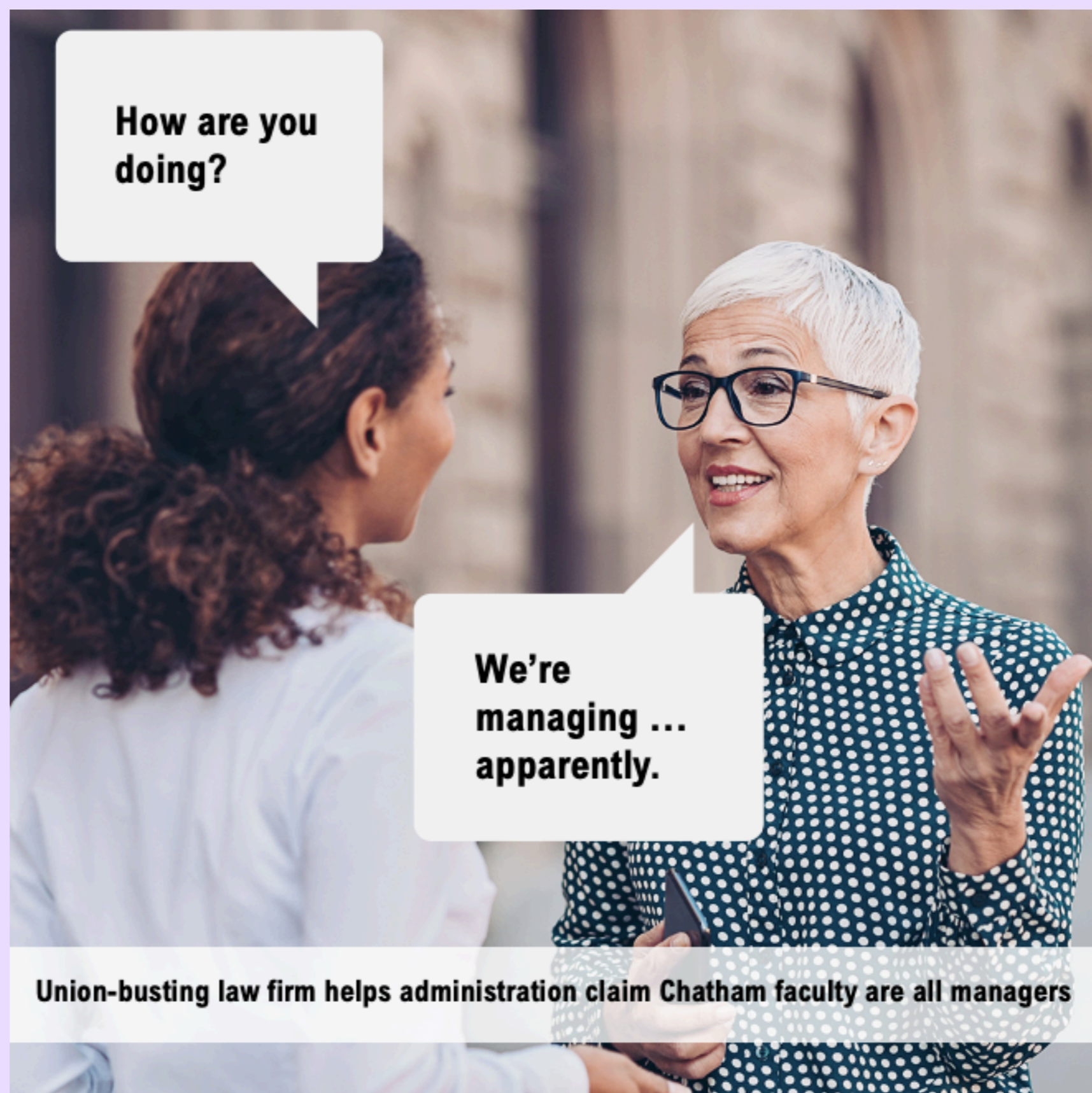


Did You Know?

This Week's FAQ: Are faculty "managerial employees"?

Do Chatham faculty ultimately have significant decision-making powers? Do faculty have control and authority over things such as policy and hiring, or do they make recommendations that can be (and often are) overruled by the administration?

The administration has chosen not to voluntarily recognize the union and instead has hired the union-busting law firm Duane Morris to help argue that faculty have substantial managerial responsibilities and therefore do not have the protected right to unionize. The administration did not have to make this argument: it is choosing to challenge the status of faculty. This is a common tactic used to oppose faculty organizing. However, there is strong local precedent demonstrating that many tenured and tenure-track faculty do not have managerial authority and Chatham Faculty United is preparing to argue just that.



[Read More Here](#)



Lend a Hand!

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

[Volunteer](#)

Miss an Issue?

Did you miss last week's newsletter? Previous editions of this newsletter are now archived on the website.

[Check the Website](#)

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.

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