



Organize. Educate. Unite.

We are the union of Chatham University faculty.

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NLRB Update

Today there will be a hearing with the National Labor Relations Board (NLRB). Rather than voluntarily recognizing our union as we had requested, the administration chose to challenge the status of faculty members, claiming we are "managerial employees" without the right to unionize. At the hearing, which could last for several days or more, an agent from the NLRB will hear testimony from the administration making this claim, and possibly others. Because the administration chose to bring this petition to the NLRB, the burden of proof is on them, not us. The organizing committee has been working with the AFT lawyers and is prepared. Several faculty members will be testifying for Chatham Faculty United. If the issue of faculty "managerial status" is resolved in our favor, the NLRB will then move to have an election, and we will get to vote for our union. As always, we will keep you informed about what is happening.

Lawyers at the union-busting law firm Duane Morris charge \$640-\$940 / hr

How much is Chatham administration spending on lawyers rather than students, academic programs, faculty, and staff?



How to Spot and Debunk Anti-Union Messages

Now that we know Chatham administration has hired a law firm with a history of union-busting, here's how to spot and debunk common anti-union messages you might hear.

WHAT YOU MIGHT HEAR:

Costs and Expenses

"The union will cost Chatham too much"

"We're in a financial crisis and can't afford a union"

"This will increase costs for students"

"You should be grateful for the job and benefits that you still have"

DEBUNKING THE CLAIM:

The Truth

✓ Voluntarily recognizing the union would have been more cost effective than hiring a union-busting law firm.

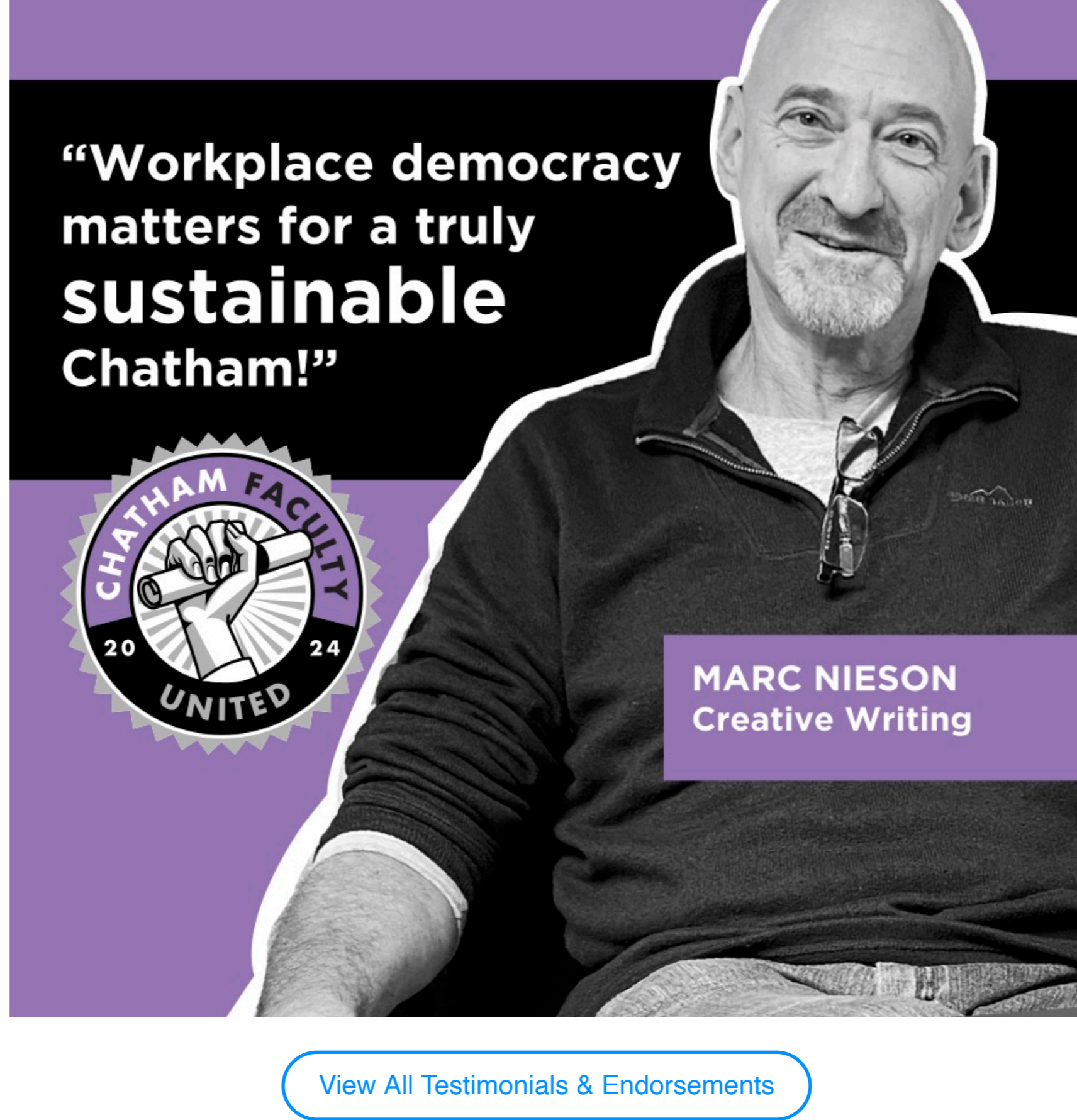
✓ While union members could be portrayed as greedy, there are many reasons to want to have a union contract: it is enforceable by law, can define shared governance, and gives us a voice in our working conditions.

✓ With more transparency around finances, we can work with administration to make sustainable financial decisions.

✓ Losing good people costs a lot of money through recruitment and hiring expenses: a union contract with shared governance can create a stable, positive workplace that contributes to faculty retention.

[Debunk 7 More Messages Here](#)

#WeAreCFU



"Workplace democracy matters for a truly sustainable Chatham!"



MARC NIESON
Creative Writing

[View All Testimonials & Endorsements](#)

Be Prepared for Union-Blocking Tactics

Knowledge is power. Be prepared for 8 common things that administrators will do to try to prevent faculty from unionizing. Here's an example:

1. Hire a union-busting consultant.

Lawyers and "labor-management" consulting firms get paid to help administration keep faculty and staff from exercising their right to form a union. University administrators also send managers and supervisors to union-busting seminars and follow consultant-prepared "scripts" for blocking union efforts. Union-busters like the ones hired by Chatham administration follow such a well-known playbook that you can easily learn to anticipate, spot, and debunk their messages

[See More Union-Blocking Strategies](#)

Did You Know?

This Week's FAQ: How much will I pay in union dues?

We've collected many of your questions about union dues on the website. Here's a commonly asked question: How much will I pay?

Once our union is recognized, we, the full-time faculty, will determine how much we will collect in dues and whether we will use a flat rate or a percentage of salary. (We Chatham faculty get to decide.) At minimum, we will need to cover \$20.18 for the national AFT and \$11.70 for AFT-PA per member, per month (\$31.88 total in AFT dues), plus an additional amount to manage our own local needs (the AFT recommends at least \$15.94). Local needs include paying for legal representation during contract negotiation and any CFU meetings or events. There is some flexibility in how we manage dues, but we should expect to be able to keep it to 1.5% of salary or less if we choose to use a percentage of salary. If we go with a flat rate, here's what that could look like:

AFT national dues	\$20.18
AFT-PA dues	\$11.70
CFU local dues	\$15.94
In this scenario, total dues could =	\$47.82

Again, we as a local union would vote to Chatham faculty will determine what our needs are and how we will manage dues. Note that we will pay no dues until we have a signed contract – and as part of the contract process, our bargaining committee (consisting of faculty colleagues whom we elect) could consider negotiating for raises, benefits, and retirement. Faculty would then vote on that contract. While there are no guarantees, typically a bargaining committee will negotiate to at least cover the cost of union dues in faculty salaries. Union members generally earn more than their non-union employees (last year the Bureau of Labor Statistics reported that union members earned 14% more).

[Read More About Union Dues Here](#)



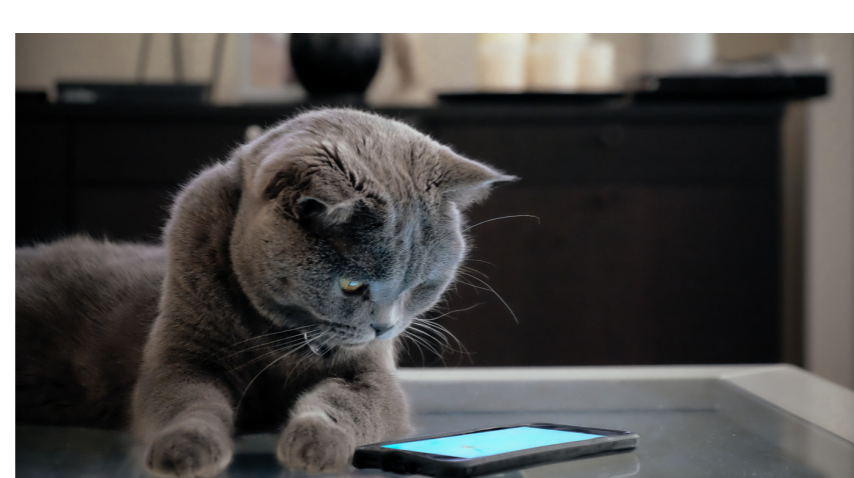
Lend a Hand!

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

[Volunteer](#)

Tax Help

John Stakeley, faculty in the Business Department and member of the CFU organizing committee, is generously offering to do your taxes! He will be providing a tax clinic (pro bono) this Friday, March 1 for both faculty and staff: 9am-1pm and 2-4pm in his office, Falk 116c. He will complete federal, state and local tax returns. Reservations get priority over walk-ins (please email j.stakeley@chatham.edu)



Miss an Issue?

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

[Check the Website](#)

Have a Great Spring Break!

If you are on campus, see you at the librarians' potluck lunch on Monday. We have great staff colleagues! Have a safe and wonderful spring break, with the rest and joy that you deserve.

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