



CITY OF PITTSBURGH
OFFICE OF THE MAYOR
MAYOR ED GAINNEY

February 1, 2024

Dear Members of the Board of Chatham University,

Last week, I had the pleasure of spending time with several Chatham University faculty who were beginning the work of forming their union. I enjoyed speaking to dozens of excellent teachers and leaders about their essential work, and I was deeply moved by their commitment and loyalty to the University.

I'm writing to express my respect for the Chatham faculty as they explore unionization and to ask that you offer them that same respect. Whether or not to form a union is an essential decision for any group of staff, and they must be allowed to come to the correct conclusion without interruption by people who are not staff themselves. Specifically, I am asking that the Chatham Board and administration remain strictly neutral on the issue of unionization, leaving this decision entirely to the University's faculty to decide, and that you refrain from expending scarce university resources in any management campaign aimed at influencing the conclusion of your employees, including hiring a union avoidance firm, conducting mandatory information meetings, or holding one-on-one conversations with faculty on the subject of unionization.

As Mayor, I work every day with a unionized workforce. This year alone, my team has bargained new contracts with our Police Bureau and Fire Bureau, and we are looking to wrap up negotiations with our medics and the workers who clean our streets and maintain our facilities. I won't claim that there are never challenges, but staff organizations also afford the city opportunities to innovate and move forward in remarkable ways. In any case, it is impossible to say we respect employees' rights without respecting the lawful ways they choose to exercise those rights.

As Chatham University faculty decide whether or not to form their union, I hope you'll consider me a resource. Chatham is a tremendous asset to Pittsburgh, and we are all invested in the institution's success, so please reach out if you'd like to discuss further. In the meantime, we wish you all the best.

Yours in service

A handwritten signature in blue ink, appearing to read "Ed Gainney", is written over a light blue horizontal line.

Ed Gainney, Mayor
City of Pittsburgh
Pronouns: He/Him/His