



Organize. Educate. Unite.

We are the union of Chatham University faculty.

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President's Town Hall

At noon on Wednesday, President Phillips is hosting a town hall meeting to present a campus update. You may hear some common anti-union messages at this meeting and others in the weeks to come. For some light-hearted yet educational fun, here's a bingo game to play along. And don't forget to use the [CFU virtual background](#) and [CFU logo as profile picture](#) if you are zooming in for the meeting!

SPOT THE UNION BUSTING bingo

UNIONS WILL INCREASE COSTS FOR STUDENTS	WE'RE IN A FISCAL CRISIS AND CAN'T AFFORD IT	FACULTY ALREADY HAVE A VOICE	FACULTY CAN HAVE SHARED GOVERNANCE WITH A SENATE	UNIONS CREATE CONFLICT AND ARE ADVERSARIAL
WE ARE LIKE FAMILY AND DON'T NEED A UNION	UNIONS WILL FORCE US TO HAVE RIGID RULES AND POLICIES	STUDENTS AND FACULTY WILL LOSE FLEXIBILITY	WE SHOULD TALK WITHOUT A UNION IN THE MIDDLE	WE COULD COLLABORATE MORE WITHOUT A UNION
UNIONS WILL GET RID OF MERIT BASED COMPENSATION	HIGH PERFORMING FACULTY WON'T GET REWARDED		WE WON'T BE ABLE TO GET RID OF BAD FACULTY	A UNION WILL DISRUPT OUR UNIQUE CULTURE
UNIONS WILL MAKE US MORE BUREAUCRATIC	FACULTY ARE MANAGERIAL EMPLOYEES AND CAN'T UNIONIZE	THE YESHIVA DECISION PREVENTS FACULTY UNIONS	FACULTY SHOULD WAIT AND SEE HOW IT GOES	WE SHOULD GIVE THE NEW LEADERS A CHANCE TO CHANGE
THE UNION IS A THIRD PARTY THAT ISN'T OUR FACULTY	WE WANT TRANSPARENCY BUT UNIONS DON'T	FACULTY ARE ALREADY FAIRLY PAID & DON'T NEED A CONTRACT	A UNION MEANS FACULTY WILL GO ON STRIKE	UNIONS AREN'T GOOD FOR STUDENTS

YOU MAY HEAR SOME OF THESE COMMON ANTI-UNION MESSAGES. LEARN HOW TO SPOT AND DEBUNK UNION BUSTING AT WWW.CHATHAMFACULTY.ORG

Learn more with these two resources on the CFU website: "[How to Spot and Debunk 8 Common Anti-Union Messages](#)" and "[8 Things Administrators Do To Block Unions](#)."

! Please Attend an NLRB Hearing

Please join your colleagues on Thursday, March 14th, at the NLRB hearing. These hearings are open to the public and all faculty, students, the press, and the broader public are invited to attend. You can come for any part of the day: stay for an hour, or stay all day. (There are also shifts on Friday and next week.) Showing up is an important show of strength right now. Faculty presence also provides accountability as the administration is presenting its testimony. Use this [signup sheet](#) to register for a shift, carpool, or bring snacks. The hearings are in the Federal Building (1000 Liberty Avenue, 9th floor, downtown).



Get Your T-Shirt

Going to the Town Hall? Attending an NLRB hearing? Come dressed in a Chatham Faculty United t-shirt to show your support. Contact a member of the core organizing committee to get yours today.

Happy Hour!

On Friday, let's gather for a Happy Hour to celebrate each other and check in about the union process. Stop by East End Brewing (147 Julius St / 15206) from 5-7PM.



#WeAreCFU



"I believe in workplace democracy."

CARRIE HELMS
English



[View All Testimonials & Endorsements](#)

Support from IUOE

Did you know that our colleagues in facilities, housekeeping, security, and the trades belong to three different unions and have contracts that legally protect their compensation, benefits, and working conditions? (For instance, their contracts prevented the administration from making cuts to their retirement accounts, so they are at a 7% match.) The International Union of Operating Engineers (IUOE local 95), which represents staff in the skilled trades, sent a letter of support to encourage the faculty campaign. You can [read their letter here](#). Union solidarity is real and strong in Pittsburgh!



Did You Know?

This Week's FAQ: Will my salary go down if we unionize?

No, that is not the idea of unionizing. If you've heard that all unions enforce a rigid pay scale that could reduce top salaries, that is not the goal. Think about the salaries of the NFL and Major League Baseball—the players are union members and make a very wide range of salaries. Once we form a local, we'll vote on contract priorities as well as the contract that our contract committee negotiates. Often, higher ed unions negotiate across-the-board percentage increases as well as market adjustments by comparing their salaries to peer institutions by discipline and increasing (never decreasing) salaries accordingly. In a worst case scenario if the institution was facing dire circumstances, we could accept a salary cut, but again, that is something we would get to vote on. If your question is about dues, please see our helpful sheet on "[Understanding Union Dues](#)."

[Read More FAQs Here](#)



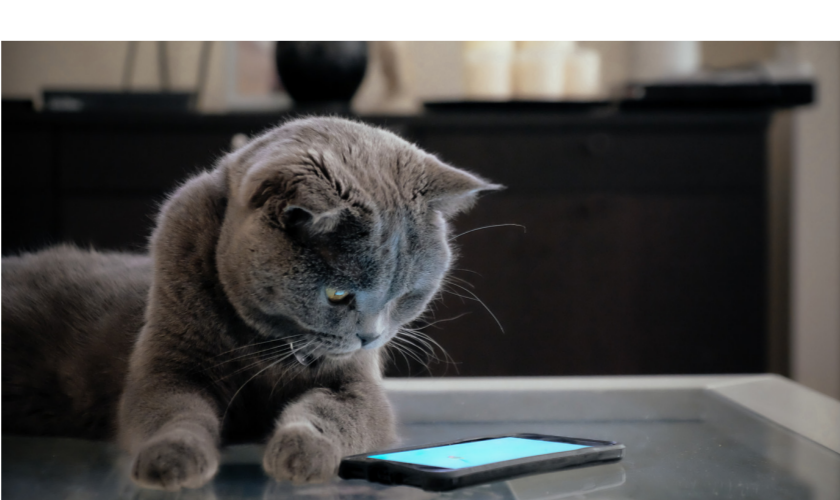
Lend a Hand!

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 core organizing committee, is offering two more free tax service days for faculty. March 15 and March 29, 9am-4pm, Falk 116C. Please reserve your time at jsstakeley@gmail.com



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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