



Organize. Educate. Unite.

We are the union of Chatham University faculty.

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It Didn't Have to be Like This

After 80% of the faculty signed cards and requested that the administration voluntarily recognize Chatham Faculty United, the administration chose instead to hire the Duane Morris law firm to fight the union. As we noted before, this is the law firm that charged the Central Bucks School District [\\$1.75 million](#) last year to fight a federal complaint brought by the American Civil Liberties Union alleging [discrimination against LGBTQIA+ students](#). Duane Morris charged the district \$640-\$940 per hour, per lawyer. While we don't know how much Duane Morris will charge Chatham, we do know that these legal bills are adding up fast and that this money could have been spent on students and to address the university's current budget crisis.

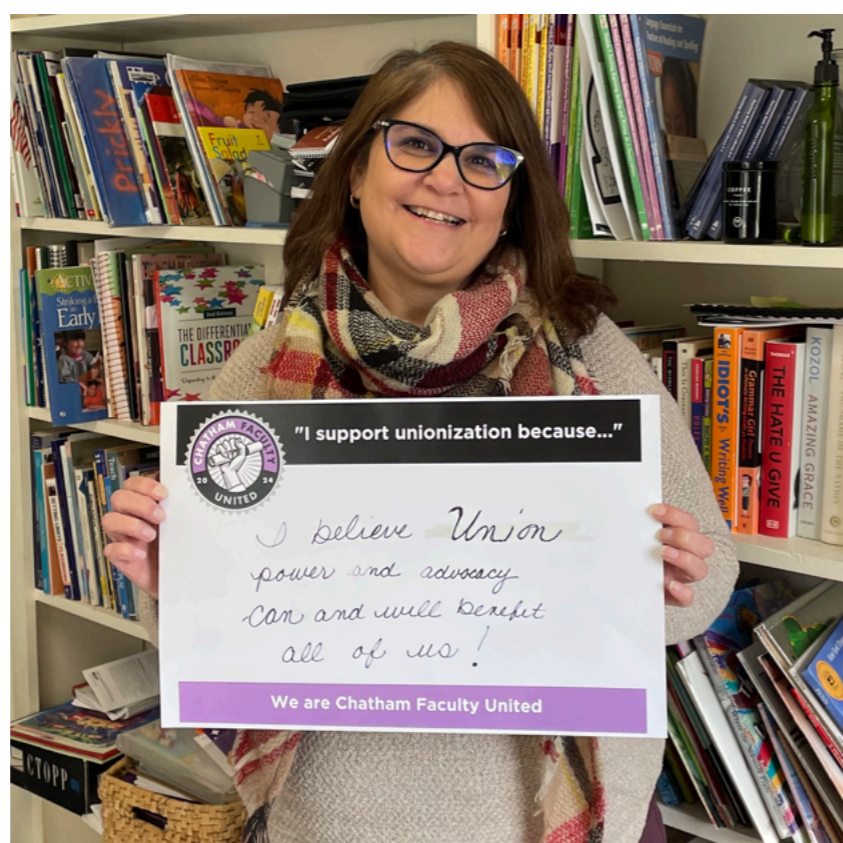
This did not need to happen. The administration could have simply recognized CFU and moved to good-faith negotiations. Instead, the administration challenged CFU, arguing that all faculty are "managerial employees" and that not a single faculty member is permitted to be in our union. The administration took this matter to the National Labor Relations Board, which must now hold hearings in response to the administration's position. NLRB procedures do not require institutions to resist unionization efforts. Also, it's important to note that the administration could stop the hearings at any time and recognize Chatham Faculty United.



Chatham faculty at the town hall meeting for faculty and staff last week, 3-13-24.

⚠ Please Attend an NLRB Hearing

Please join your colleagues for an 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. It looks like the hearings will continue at least into the next couple of weeks. It is *really* helpful to have you there: 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. The hearings are in the Federal Building (1000 Liberty Avenue, 9th floor, downtown).



I Support the Union Because ...

Make your own quote card! Download and print the [template](#) or contact a member of the organizing committee for a copy. Then write your reason for supporting unionization, and post on your office door. This is perfectly legal and a great way to help spark conversations with colleagues about the union we are building together.

🤔 Did You Know? 💡

This Week's FAQ: Does forming a union mean we will go out on strike?

No. This is perpetuated by the news media that only cover unions when they go on strike or threaten to go on strike. Reporters simply do not cover unions when they are able to negotiate new contracts with their employers. Furthermore, when reporters talk about "labor strife" or "labor troubles," their language implies that the union was the problem and fails to mention employers refusing to bargain in good faith. Finally, we – the faculty – would be the union. Only we could decide when to go on strike, and like most things, this would come down to a vote because unions are workplace democracy in action.

[Read More FAQs Here](#)

Can You Debunk Anti-Union Messages?

We've collected some common anti-union things you might hear. Here's how to spot and debunk those messages, Tip #2:

Alternative Faculty Representation
"You can have a faculty senate instead"
"We can have shared governance through new committees, like a budget committee"
"Faculty already have a strong voice"

The Truth
✓ Without a union contract, our committees and even a faculty senate can be ignored or even disbanded by administration.
✓ A faculty senate could be written into a union contract, which would be a legal document.

[Debunk 7 More Messages Here](#)

✗ Be Prepared for Union Blocking Tactics

Union blocking tactics are extremely common when faculty start to organize. We've collected 8 things to be prepared for – here's an example:

Tell you to wait and see.

The Wait and See argument is very common when university administrators hire union-busting attorneys. Often when faculty and staff try to form a union, administration will make some improvement to convince people that we don't need to join together into a union. And when the union talk dies down, the administration eventually goes back to their old ways. Without a written legally binding contract, any improvements can be taken away.

[See More Union Blocking Strategies](#)



Lend a Hand!

These were some of the faculty at our happy hour last week. Want to help plan the next one? Or distribute t-shirts? Or attend a hearing? CFU belongs to all of us. Signup to lend a hand.

[Volunteer](#)

Miss an Issue?

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