



Organize. Educate. Unite.

We are the union of Chatham University faculty.

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Why are We Building a Union Together?

Every week we will share one of the reasons we collectively decided to unionize. One of the big reasons we are building Chatham Faculty United together is protection of pay and benefits. A union contract will facilitate a fair and consistent system of evaluating and providing compensation and require negotiation over decisions that impact our financial, physical, and mental well-being—especially when cuts appear necessary. For instance, a contract could establish criteria for reinstating our health benefits and restoring our retirement match.

[See More Reasons](#)

NLRB Hearing Update

As we noted last week, it didn't have to be this way and the administration could choose to stop the hearings at any time and recognize Chatham Faculty United. So far the NLRB has held 55 hours of hearings over 8 days with testimony from just the first witness, Vice President for Academic Affairs Lisa Lambert. The deans have also been at the hearings. Each of the administration's witnesses can also be cross-examined by our union's lawyers, and the union will call witnesses as well. NLRB hearings typically do not take nearly this long. But we are going at the pace that the administration and its law firm have set. At this rate, we should be prepared for hearings to last through April, which could push a vote for our union into the summer or even fall. Just be aware that this might happen and, as always, we will keep you posted. Again, the administration could have voluntarily recognized or scheduled the election sooner but have chosen to drag this out with legal challenges.

[Sign up to Attend a Hearing](#)

Keeping it Fair

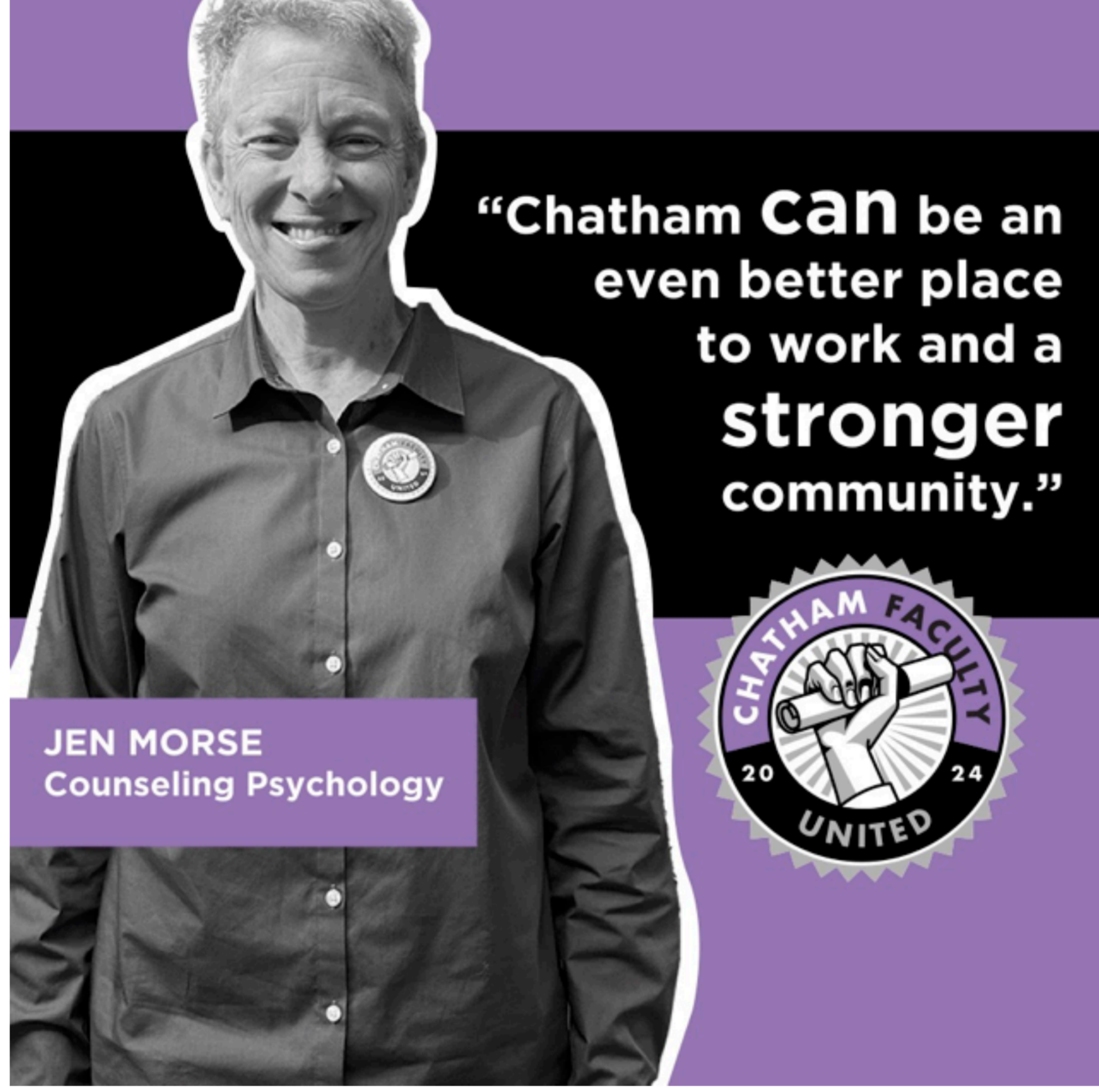
When employees are forming a union, federal law recognizes that a level playing field is critical to ensure fairness for all parties. The NLRB is tasked with ensuring that fairness. The AFT has filed an unfair labor practice (ULP) charge with the NLRB documenting the unusual presence of campus police at the faculty and staff town hall meeting two weeks ago. Many who attended that event in person observed that officers were monitoring faculty as they distributed union t-shirts and flyers before the meeting and that the officers stood along the aisles during the meeting. Federal law anticipates the ways in which employers might cross the line in an attempt to sway or manipulate the outcome of a union campaign and this is an example. The law is clear that people who want to be represented by a union are free to do so without intimidation, fear, reprisal, or retribution. It is crucial to have absolute fairness in proceedings and the administration's actions compromised that fairness.

[Read More FAQs Here](#)

Demand?

You may have heard that Chatham Faculty United "demanded" to be recognized. Demand is a legal term used by lawyers and is standard language in petitions requesting voluntary recognition for a union. Here's more from the [NLRB website](#): "In addition to NLRB-conducted elections, federal law provides employees a second path to choose a representative: They may persuade an employer to voluntarily recognize a union after showing majority support by signed authorization cards or other means."

#WeAreCFU



CFU Needs You

Please volunteer. The organizing committee has been volunteering all year, but this union belongs to all of us and will benefit all of us. Please lend a hand.

[Volunteer](#)

Myth Busting

Here's another common anti-union message that you might hear. We've collected seven more myths on the [website](#) to watch out for:

Faculty Administration Relationships
"Unions create an adversarial relationship"
"The union is creating conflict"
"Unions aren't conducive to a positive work environment"

The Truth
✓ While this is another common anti-union message, we could have a very productive and constructive relationship with our employer and play a larger role in solving the problems we see.
✓ Chatham already works cooperatively with several other unions that represent staff.

[Debunk 7 More Messages Here](#)

Get the News ...

Did you miss a newsletter? Want to send last week's edition to a colleague who isn't getting this email? Previous editions of the 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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