



## Organize. Educate. Unite.

We are the union of Chatham University faculty.

Volume 1. Issue 8. April 10, 2024

# UC Recommends Prompt Union Vote

In the faculty meeting yesterday, the University Committee (UC) reported they have made a formal recommendation that the administration allow a fair and prompt NLRB election with the bargaining unit as proposed by the union. The administration and board is currently denying faculty the right to vote on its bargaining representation. They could instead end the hearings – which they sought and are not required – and allow faculty to have a free and fair election. Here's what the UC recommended:

“After group deliberation, our consensus recommendation is that a prompt NLRB-sanctioned election is in the best interest of the entire University community. To date, 80% of faculty from the aforementioned bargaining unit have signed cards reflecting their interest in representation by AFT PA. Chatham faculty should have the right to choose for themselves whether they want union representation. We feel that the most valid, collaborative, and inclusive approach for allowing faculty this choice is through a “secret ballot” (anonymous) election conducted by the NLRB.

“The faculty of UC are alarmed by the vast resources (funds and leadership attention) currently being dedicated to legal fees and proceedings, to contest the right of the faculty to vote on union representation. A lengthy and expensive legal battle not only tarnishes Chatham’s reputation, especially in the eyes of prospective faculty and students who we are trying to recruit to Chatham, it also undermines progress toward the RENEW 2025 strategic plan objectives which UC faculty actively support. We recommend a prompt NLRB-sanctioned election as the means for preventing further wasted resources, and so that we all can get back to work towards our common goals. We also view this election as an important first step towards shared governance, which UC and the administration collectively identify as an area in need of significant improvement.” [You can read the full document on the UC Brightspace page]



## You are Appreciated

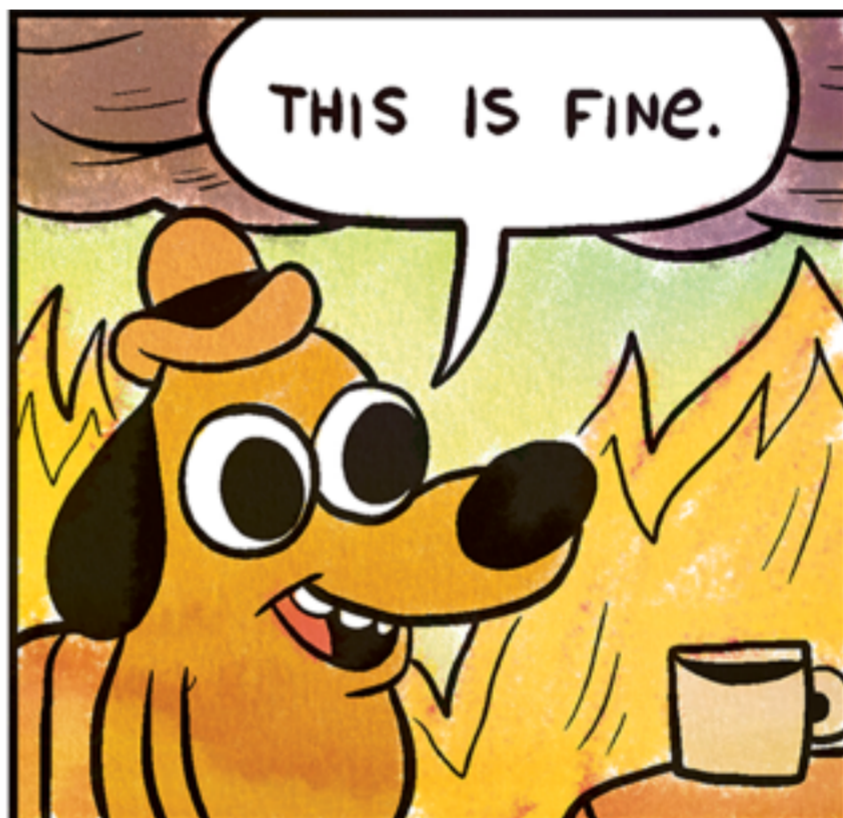
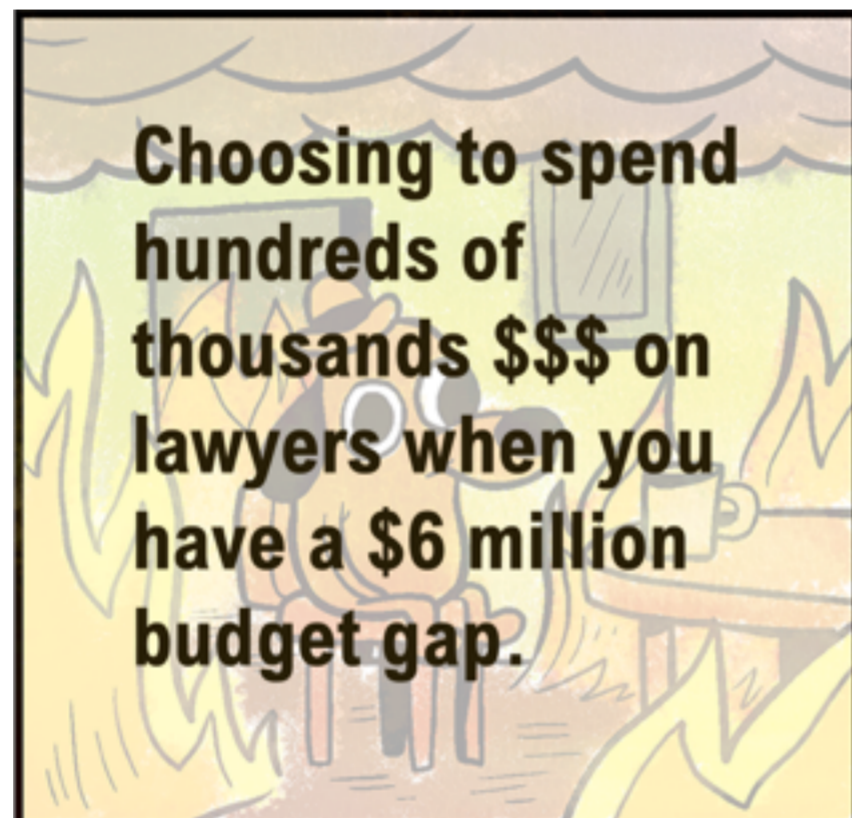
Chatham Faculty United distributed end of the semester survival kits yesterday at the faculty meeting. Thank you for everything you have done this semester. You are appreciated.

## Hold the Date

Please hold **Wednesday, May 1st at 5PM** on your calendar for an **all faculty meeting with CFU**. We will get an update on the NLRB hearings and learn about next steps in the union process. There will be lots of time for your questions and discussion. We will also hear from a guest speaker from the Robert Morris University faculty union talking about the benefits they have seen in winning a successful contract (also with AFT). Zoom link to follow. If you know someone who is not receiving these weekly updates, that means we don't have their personal email: please encourage them to email [ChathamFacultyUnited@gmail.com](mailto:ChathamFacultyUnited@gmail.com) to get on the list so they can be a part of the conversation.

## Priorities

With 74 hours of hearings lasting 11 days so far, the administration already potentially owes more than \$116,000 just for their two lawyers to be at the hearings. This is a conservative estimate based on the hourly rates we know the Duane Morris firm [charged](#) a school district in Pennsylvania last year. In addition to those charges, the administration's law firm bills for hotels, meals, and travel. Their lawyers live in Philadelphia and we know that one of them has flown to Pittsburgh at least twice. They also bill for prep time, which is likely twice as many hours outside the hearing room as inside. And they bill for the costs of transcripts and the cost of printing all the documents they bring to the hearings, which has included six large boxes. The administration and the trustees are choosing to spend hundreds of thousands of dollars on legal fees, rather than allowing faculty to have a free and fair election. The administration can end these hearings at any time and stop blocking faculty from a prompt, fair vote.



## CFU Needs You

CFU runs on the volunteer labor of faculty members. We have lots of opportunities to lend a hand!

[Volunteer](#)



## Miss an Issue?

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.

[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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