



Organize. Educate. Unite.

We are the union of Chatham University faculty.

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📢 Full Faculty Meeting

Wednesday, May 1st, 5PM

- Get an update on the NLRB hearings.
- Discuss next steps in the union process.
- Hear a guest speaker from the Robert Morris faculty union talk about the benefits of winning a successful contract.

Zoom link will be sent.

5 Key Takeaways from the Hearings

The hearings held by the National Labor Relations Board (NLRB) have stretched over 90 hours across 14 days so far. Here are 5 key take-aways:

1. These hearings were not required; they were sought by the administration and trustees, who are choosing to spend [hundreds of thousands of dollars](#) while the university has a \$6 million budget gap. The administration could end the hearings at any time and allow faculty to have a [free and fair election](#).
2. The length of these hearings is extremely unusual. Our union colleagues and attorneys, who have been doing this work for decades, have never seen anything like it. Delay tactics are a classic [union-busting technique](#). While the delay tactics are pushing the election date back, our lawyers don't think this will change the outcome of the hearing or the election.
3. The administration has used the testimony by the VPAA and the Deans to try to argue that faculty are "[managerial employees](#)" under the *Yeshiva* Supreme Court ruling. However, the more recent *Pacific Lutheran* case establishes the ways in which faculty are **not** managers.
4. Faculty made a smart decision in choosing AFT to represent them: because this is the largest union in the country representing higher education, AFT has been able to pool its resources to support our campaign. We have not yet paid anything in dues, but AFT has been able to cover the costs of our attorneys, who are extremely capable.
5. We are going to get to an election! And we will win!



New Hearing Dates

The NLRB hearings will continue on **April 29th and 30th** and **May 6th and 7th**. Please sign up to attend [here](#).

Did You Know? 🤔

This Week's FAQ: Don't unions protect bad employees? What if there's an egregious act? Shouldn't they be fired right away without due process?

Unions provide due process for actions that require disciplinary action.

First, it isn't always clear in our current system why some people's promotions get overturned by the VPAA, why some people get fired, when someone gets disciplined, or when someone gets a special deal. It seems like a lot of decisions are made by a small number of administrators and that they can be somewhat arbitrary. If we were a union with a union contract, we could have more faith that a process was being followed and applied fairly. If there was a process that prevented people who committed egregious acts from being fired, that would be a very poor process indeed. Having said that, those people would still have whatever rights that system afforded to them, for example, require evidence that they did commit an egregious act before being terminated.

[Read More FAQs Here](#)

How to Block a Union

Here's another way that administrations and trustees have been known to block faculty union efforts:

Pressure supervisors to pressure you.

University administrators usually order supervisors to take the lead in campaigns against unions. Supervisors typically hold one-on-one meetings with faculty and staff, often because their employers have pressured the first-line supervisors to do all they can to eliminate any talk of unions.

[See more examples](#)

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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