



## Organize. Educate. Unite.

We are the union of Chatham University faculty.

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# Report from the NLRB Hearing

“Shared governance is not in place” at Chatham University, Dean Edith Barrett testified on Tuesday. After 55 hours over the first 8 days of hearings, the administration’s lawyers finished with their first witness, Vice President for Academic Affairs Dr. Lisa Lambert. On Monday, the ninth day of the hearings, the union’s lawyers then cross-examined Dr. Lambert for 90 minutes. For the remainder of days nine, ten, and eleven of the hearings, the administration called two more witnesses: Deans Edith Barrett and Lou Leonard. Because the administration and trustees asked for these hearings and these are their witnesses, the hearings are proceeding at the pace set by the administration and their lawyers. However, it’s important to note that based on how things are going, **we are confident that we will get a vote and that we have every reason to believe we will win that vote.**

Just a reminder that the hearings are about our eligibility to be union members, which is based on whether we all have managerial authority. The burden of proof is on the administration, and we will get to have our say as well. Faculty who have attended the hearings have found the testimony by the administration to be extraordinarily redundant and mostly based on abstract job descriptions rather than the realities that we all know too well. These delay tactics are frustrating, but at the other end of these hearings and a union election is a **seat at the table and a stronger voice at our institution.**

## What's Next?

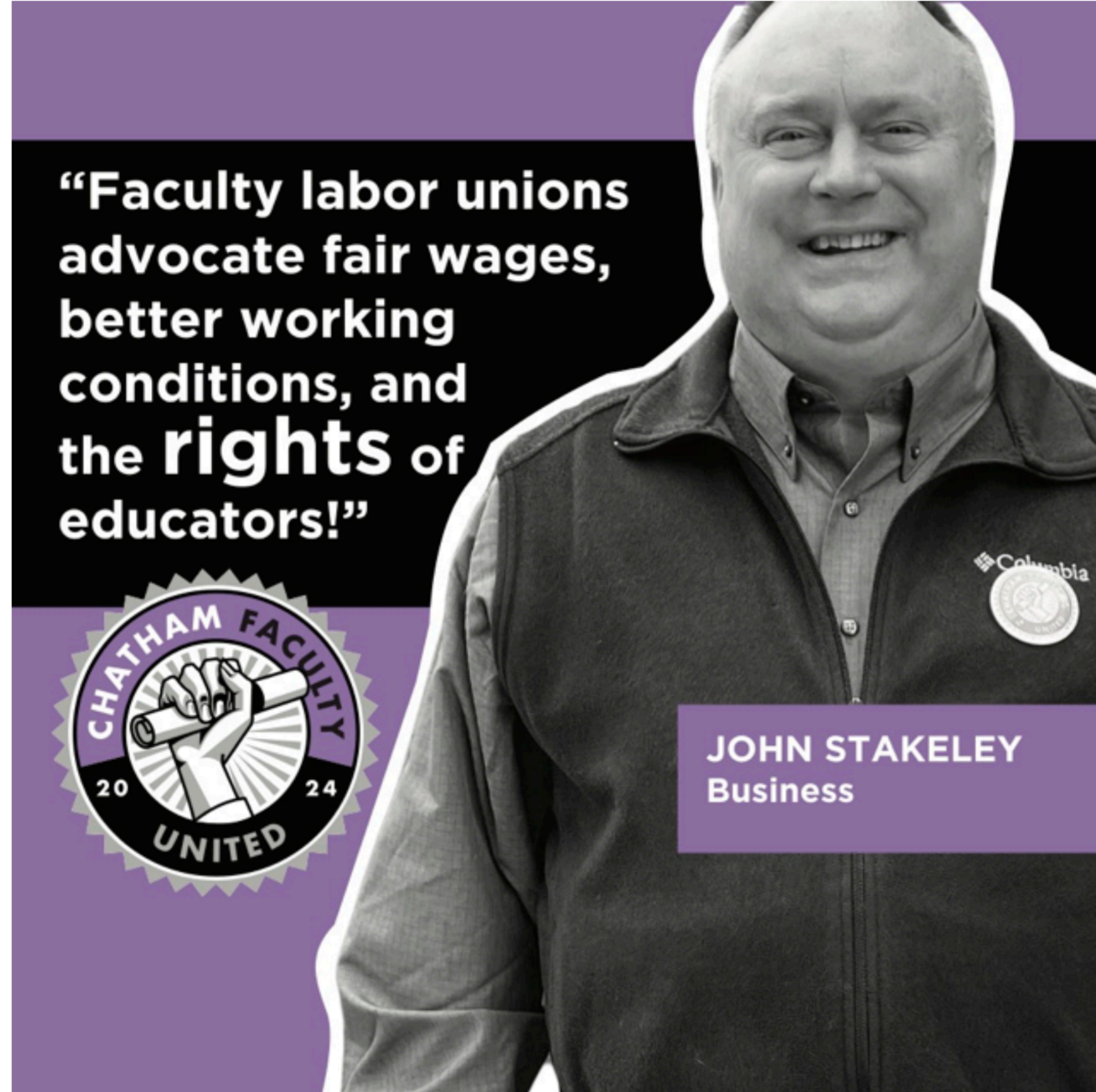
The hearings will be paused until next Friday, April 12th, and then there will be another pause until the end of the month or possibly May. You can sign up to attend a hearing using the button below. **We also look forward to seeing everyone in person at the last full faculty meeting of the year on Tuesday.**

[Sign up to Attend a Hearing](#)

## Why Unionize?

When faculty have been talking to each other this year about forming a union, one of the top concerns has been shared governance. Have you noticed how the faculty manual says that our committees don’t “legislate,” they just make “recommendations”? We believe a union contract that legally requires that faculty be treated as equal partners in the governance of the institution will lead to a stronger, healthier university, will empower faculty, and will engage a broader group in decision making. For an example, take a look at how the [University of Oregon](#) faculty’s collective bargaining agreement defines shared governance.

## #WeAreCFU



## Blocking a Union

Knowledge is power. Be prepared for some common things that administrators will do to try to prevent faculty from unionizing. We’ve collected seven more examples on the [website](#) to watch out for:

### Get a few faculty to campaign against the union.

In many campaigns, “Vote No” or “No Union” committees spring up. The material they circulate presents the administration’s perspective, even though it generally has a “homemade” appearance so it won’t look like the administration is paying for it (which is against the law). The goal of this tactic is to create division and confusion. They may also ask some faculty to keep an ear out for organizing activity and report back any “intel” so the administration can use it to fight the union. Frequently, members of anti-union committees are recruited from among employees who are friends or relatives of someone in administration, are politically opposed to unions, or had a bad experience with some other union. It is illegal to make promises to faculty to lead an anti-union effort, but lawyers will advise administrators to imply that the faculty member will be rewarded (such as with promotions). These faculty members justify doing this because they feel as though they are being a good employee and helping the institution.



## Can You Help?

This union belongs to all of us and will benefit all of us. Please lend a hand.

[Volunteer](#)

## Back Issues

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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