



Organize. Educate. Unite.

We are the union of Chatham University faculty.

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Happy National Teacher Appreciation Week! Pictured: some of the faculty who attended the NLRB hearing on May 7, 2024.

Union to Start Calling Witnesses

We have now reached 118 hours stretching across 18 days of hearings and the administration is still questioning their final witness, Dean Bondoc. Because of Dean Bondoc's schedule, they will not complete his testimony and our attorneys will not have the opportunity to cross examine him until mid-June. Our attorneys have agreed to move forward with calling our witnesses, and then we will return to Dean Bondoc's testimony. Our witnesses will make our case that we are not managerial employees and have the right to be union members like many other faculty members in Pittsburgh and across the country. Come support your colleagues as they take the stand. The NLRB hearings continue on May 28, 29, and 30. Please sign up to attend [here](#).

Happy Hour Postponed, Playground Meetup Planned ☀️

One of the great parts of forming a union is building our community – we have amazing colleagues and it's a joy to get to know each other. We are going to postpone the previously announced happy hour because this is such a busy time for so many, but Mike Boyd has offered to coordinate a playground meetup for those with kiddos (or those who enjoy kiddos). Please reach out to him if you are interested.

Did You Know? 🤔

This week's FAQ: How do department chairs and program directors fit in Chatham Faculty United?

Chairs and program directors have strongly supported unionization at Chatham and should be included in the bargaining unit because their primary responsibility is as a faculty member. The determination of whether an employee can belong to the union is based on their managerial status. Managerial status is determined by the decisions a person can make as a supervisor. For instance:

- Do they make the decisions about hiring and firing?
- Do they make the decisions about promotions?
- Do they make the decisions about schedules?
- Do they make the decisions about who gets admitted to their programs?

Note that decisions are different from recommendations. A key question is: does someone above the employee in the organization make the final decision on these matters? Ultimately, the NLRB will rule on who will be in our bargaining unit based on the evidence presented in the hearings.

[Read More FAQs](#)

And the Work Continues...

While the 2024 spring commencement is over, the work continues. Our 9-month faculty will use summer time to catch up on scholarship, oversee internships, and work on course improvements. Some of these folks will also continue to teach online. Our 12-month faculty will also work on scholarship, mentor students completing clinical education, and continue to teach throughout the summer. And we're all doing our annual reports, program assessment, and advising some students.

Sometimes it feels like our work can go unseen. But we, the faculty, know how much all of us are doing for our students, our programs, and our institution. One of the goals of Chatham Faculty United is to create a culture of mutual respect, and part of that is acknowledging the contributions of each other. Know that your work is appreciated. Chatham would not be what it is without you.

We'll Keep You Posted

As we move into the summer terms, we won't be publishing this newsletter every week, but we promise to keep you posted on developments with the union and with the NLRB hearings. As always, if you are looking for past issues of the newsletter, check out the [website](#). And feel free to reach out with any questions or comments.

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