



CATHOLIC - LABOR NETWORK

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Dr. Roy Heynderickx
St. Martin's University
Old Main 269
5000 Abbey Way SE
Lacey, WA 98503

Dear President Heynderickx,

We write in support of the St. Martin's adjunct faculty who seek to exercise their right to form a union and bargain collectively.

We understand that the St. Martin's Administration has expressed concern about acceding to NLRB jurisdiction on religious freedom grounds, so we are pleased to hear that the union has offered to pursue recognition and bargaining outside the ambit of the NLRB. This solution has been adopted with great success at a number of Catholic K-12 school systems outside NLRB jurisdiction, such as those in New York, Buffalo, Philadelphia and Pittsburgh.

Catholic social teaching on the rights of workers to organize is clear and consistent. "The repeated calls issued within the church's social doctrine, beginning with 'Rerum Novarum,' for the promotion of workers' associations that can defend their rights," writes Pope Benedict XVI (*Caritas in Veritate*), "must therefore be honored today even more than in the past."

This teaching holds as much for the Church institutions as for any – arguably more so, since the faithful look to the Church for leadership and example. This is why the Bishops instructed in their 1986 Pastoral that "All the moral principles that govern the just operation of any economic endeavor apply to the church and its agencies and institutions; indeed the church should be exemplary," adding that "All church institutions must also fully recognize the rights of employees to organize and bargain collectively with the institution through whatever association or organization they freely choose."

No matter the view of a Catholic employer about a long and successful history of 'direct dealing,' employee participation on committees, and other avenues for employee input; 'direct dealing' must bend to full recognition of 'the rights of employees to organize and bargain collectively.'

When Catholic institutions refuse to recognize the rights of workers under Catholic teaching, they run the risk of scandalizing the faithful. Such scandals may cause Catholics to abandon their faith, and thereby endangering their salvation, and non-Catholic Christians and the unbaptized to

turn away from becoming brothers and sisters in Christ and his Church. We urge you to sit down immediately with the adjuncts and the representatives they have chosen.

Yours in our Lord Jesus Christ,



Phil Tabitta
President - CLN



Fr. Sinclair Oubre, J.C.L.
Spiritual Moderator

Cc: SEIU 925