

# *The* CATHOLIC LABOR NETWORK

The **Catholic**



**Labor Network**

*Gaudium et Spes* Labor Report, 2018

Catholic Institutions with Employee Unions

Among the basic rights of the human person is to be numbered the right of freely founding unions for working people. These should be able truly to represent them and to contribute to the organizing of economic life in the right way. Included is the right of freely taking part in the activity of these unions without risk of reprisal.

**Gaudium et Spes, Pastoral Constitution on the Church and the Modern World (1965)**

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On the parish and diocesan level, through its agencies and institutions, the Church employs many people; it has investments; it has extensive properties for worship and mission. 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.

**US Catholic Bishops, Economic Justice for All: Pastoral Letter on Catholic Social Teaching and the U.S. Economy (1986)**

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Catholic social teaching endorses the right of workers to form labor unions and calls upon labor and management to establish cooperative relationships to advance their craft and the common good. When Catholic institutions and trade unions establish mutually rewarding partnerships, they teach in deed as well as in word.

The CLN is pleased to report that there are more than 500 Catholic institutions in the United States modeling Catholic social teaching through collaborative, mutually rewarding relations of collective bargaining with their direct and indirect (contract) employees.

**Clayton Sinyai**  
**Catholic Labor Network**

# Catholic Healthcare

More than half the employees who enjoy union representation are employed in Catholic hospitals and nursing homes. The [Catholic Health Association](#) reports that there are more than 600 Catholic hospitals and 1400 nursing homes. The hospitals alone employ more than 500,000 full-time employees and another 200,000 part-time workers.

Tens of thousands of nurses, certified nursing assistants, technical staff, and other employees of Catholic hospitals and nursing homes belong to unions. These workers have the right to organize in unions under the National Labor Relations Act (NLRA). When a majority choose a union to represent them, by voting or by signing authorization cards, the union is empowered to represent them in collective bargaining with the employer. The Service Employees International Union (SEIU), National Nurses United (NNU), the American Federation of State, County and Municipal Employees (AFSCME) and the American Federation of Teachers (AFT) each represent large numbers of Catholic health care employees; a dozen or more other unions represent such employees in particular parts of the United States.

Catholic hospitals are not usually operated by a Bishop or a Diocese. Most Catholic hospitals were established and staffed by religious orders of priests, friars or nuns, but today are managed and staffed by lay employees of many faiths. A Catholic hospital is required to adhere to the [Ethical and Religious Directives \(ERDs\) for Catholic Health Care Services](#) promulgated by the US Conference of Catholic Bishops (USCCB). If a Bishop finds that a Catholic hospital is in violation of the ERDs he can revoke its Catholic status. Many of the 72 ERDs cover pastoral care of patients or services, such as abortion, which are forbidden. However, the seventh directive specifically enjoins Catholic hospitals to treat workers with justice and recognize their right to form a union and bargain collectively:

7. A Catholic health care institution must treat its employees respectfully and justly. This responsibility includes: equal employment opportunities for anyone qualified for the task, irrespective of a person's race, sex, age, national origin, or disability; a workplace that promotes employee participation; a work environment that ensures employee safety and well-being; just compensation and benefits; and recognition of the rights of employees to organize and bargain collectively without prejudice to the common good.

In 2009, after a long process of dialogue and discernment, the US Conference of Catholic Bishops, the Catholic Health Association, and several labor organizations produced an important document on the topic. [Respecting the Just Rights of Workers: Guidance and Options for Catholic Health Care and Unions](#) can be found on the USCCB website.

There are at least 160 Catholic hospitals and health care institutions in the United States whose employees enjoy the benefits of union representation. In some, different unions represent different categories of employees. Is your union or hospital missing from the list? [Email Clayton Sinyai](#) with details and help us keep the list current and complete!

# **Catholic Health Care Institutions with Collective Bargaining**

According to our most recent information, at least some categories of workers at each of the following hospitals and nursing homes enjoy union representation.

## **Alaska**

### ***Archdiocese of Anchorage***

1. Providence Kodiak Island Medical Center, Kodiak AK (IBT 959)

### ***Diocese of Juneau***

1. Ketchikan Medical Center, Ketchikan AK (Alaska Nurses Association)

## **California**

### ***Archdiocese of Los Angeles***

1. Marian Medical Center (Dignity/CHW), Santa Maria CA (NNU CNA, SEIU UHW)
2. Saint John's Pleasant Valley Hospital (Dignity/CHW), Camarillo CA (SEIU UHW)
3. Saint John's Regional Medical Center (Dignity/CHW), Oxnard CA (SEIU UHW)
4. Saint Mary Medical Center (Dignity/CHW), Long Beach CA (NNU CNA, SEIU UHW)
5. St. John's Health Center (Sisters of Charity), Santa Monica CA (NNU CNA)
6. Providence St. Joseph Medical Center (Providence), Burbank CA (SEIU 121N, SEIU UHW)
7. Providence Tarzana Medical Center (Providence), Tarzana CA (SEIU 121N, NUHW)

### ***Archdiocese of San Francisco***

1. Saint Mary Medical Center, (Dignity/CHW) San Francisco CA (NNU CNA, SEIU UHW)

### ***Diocese of Fresno***

1. Mercy Medical Center – Community Campus (Dignity/CHW), Merced CA (SEIU UHW)
2. Mercy Hospital (Dignity/CHW), Bakersfield CA (NNU CNA, SEIU UHW)

## ***Diocese of Monterey***

1. Dominican Hospital (Dignity/CHW), Santa Cruz CA (NNU CNA, SEIU UHW)

## ***Diocese of Sacramento***

1. Mercy General Hospital (Dignity/CHW), Sacramento CA (SEIU UHW)
2. Mercy Hospital (Dignity/CHW), Folsom CA (NNU CNA, SEIU UHW)
3. Mercy Medical Center (Dignity/CHW), Mt. Shasta CA (NNU CNA, SEIU UHW)
4. Mercy Medical Center (Dignity/CHW), Redding CA (NNU CNA, SEIU UHW)
5. Mercy San Juan Medical Center (Dignity/CHW), Carmichael CA (NNU CNA, SEIU UHW)
6. Saint Elizabeth Community Hospital (Dignity/CHW), Red Bluff CA (SEIU UHW)

## ***Diocese of San Bernardino***

1. Saint Bernardine Medical Center (Dignity/CHW), San Bernardino CA (NNU CAN, SEIU UHW)
2. St. Mary Medical Center (St. Joseph Health System), Apple Valley CA (NNU CNA, USW)

## ***Diocese of Santa Rosa***

1. Petaluma Valley Hospital (St. Joseph Health System), Petaluma CA (NNU CNA, NUHW)
2. Queen of the Valley (St. Joseph Health System), Napa CA (NNU CNA)
3. Santa Rosa Memorial Hospital (St. Joseph Health System), Santa Rosa CA (NUHW)
4. St. Joseph Hospital (St. Joseph Health System), Eureka CA (NNU CAN, NUHW)

## ***Diocese of Stockton***

1. Saint Joseph's Medical Center (Dignity/CHW), Stockton CA (NNU CNA, SEIU UHW)

## **Connecticut**

### ***Archdiocese of Hartford***

1. Sister Virginie Grimes Health Center (Saint Raphael Healthcare System), New Haven CT (IBT 443)
2. Hospital of Saint Raphael (Saint Raphael Healthcare System), New Haven CT (IBT 443)

## **District of Columbia**

### ***Archdiocese of Washington DC***

1. Georgetown University Hospital (MedStar), Washington DC (SEIU 1199)
2. Providence Hospital, Washington DC (NNU)

## **Hawaii**

### ***Diocese of Honolulu***

1. St. Francis Healthcare (Sisters of St. Francis), Honolulu HI (IBT 996)

## **Illinois**

### ***Archdiocese of Chicago***

1. St. Anthony Hospital, Chicago IL (IBT 743)
2. Mercy Hospital and Medical Center (Sisters of Mercy), Chicago, IL (IBT 743)
3. Presence/Resurrection Home Health, Chicago IL (Nurses/Therapists, AFSCME Council 31)

## **Indiana**

### ***Diocese of Gary***

1. Saint Mary Medical Center (Community Health Systems), Hobart IN (SEIU Healthcare IL-IN)

## **Iowa**

### ***Archdiocese of Dubuque***

1. Mercy Medical Center (Sisters of Mercy), Cedar Rapids IA (IBT 238)

## **Maryland**

### ***Archdiocese of Baltimore***

1. Bon Secours Hospital, Baltimore MD (SEIU 1199/LIUNA 572)

## **Massachusetts**

### ***Archdiocese of Boston***

1. Carney Hospital (Caritas/Steward), Dorchester MA (NNU MNA, SEIU 1199)
2. Good Samaritan Medical Center (Caritas/Steward), Brockton MA (NNU MNA, SEIU 1199)
3. Holy Family Hospital (Caritas/Steward), Methuen MA (NNU MNA, SEIU 1199)
4. Merrimack Valley Hospital (Caritas/Steward), Haverhill MA (NNU MNA, SEIU 1199)
5. Norwood Hospital (Caritas/Steward), Norwood MA (NNU MNA, SEIU 1199)
6. St. Elizabeth's Hospital (Caritas/Steward), Brighton MA (NNU MNA, SEIU 1199)

### ***Diocese of Springfield***

1. Mercy Medical Center (Sisters of Providence), Springfield MA (NNU MNA)
2. Providence Hospital (Sisters of Providence), Holyoke MA (NNU MNA)

# **Michigan**

## ***Archdiocese of Detroit***

1. Mercy Hospital (Trinity Health), Cadillac MI (SEIU Healthcare MI)
2. St. James Nursing Center, Detroit MI (IBT 614)

## ***Diocese of Grand Rapids***

1. Mercy General Health Partners – Hackley Campus (Trinity Health), Muskegon MI (NUHW)
2. Mercy General Health Partners – Mercy Campus (Trinity Health), Muskegon MI (SEIU Healthcare MI)

## ***Diocese of Kalamazoo***

1. Battle Creek Health System (Trinity Health), Battle Creek MI (SEIU Healthcare MI)
2. Borgess Medical Center (Ascension), Kalamazoo MI (NNU MNA/SEIU Healthcare MI)

## ***Diocese of Lansing***

1. Genesys Regional Medical Center (Ascension), Flint MI (AFSCME/IBT 332)
2. Genesys Regional Medical Center (Ascension Health—Daughters of Charity, Congregation of St. Joseph, Sisters of St. Joseph of Carondelet), Goodrich MI (IBT 332)
3. Genesys Regional Medical Center (Ascension Health—Daughters of Charity, Congregation of St. Joseph, Sisters of St. Joseph of Carondelet), Grand Blanc MI (IBT 332)
4. Genesys Convalescent Center, Grand Blanc MI (IBT 332)



# **Minnesota**

## ***Archdiocese of St Paul and Minneapolis***

1. Saint Francis Regional Medical Center (Benedictine Health/Allina), Shakopee MN (NNU MNA, SEIU Healthcare MN)
2. St. Joseph's Hospital (Sisters of St. Joseph of Carondelet/HealthCare East), St. Paul MN (SEIU Healthcare MN)

## ***Diocese of Duluth***

1. St. Ann's Residence, Duluth MN (IBT 346)
2. Regina Medical Center (Sisters of Charity of our Lady), Hastings MN (NNU MNA, SEIU Healthcare MN)
3. Essentia Health St. Mary's Medical Center, Duluth MN (IUOE 70)
4. St Elegius, Duluth MN (SEIU Healthcare MN)
5. St. Joseph's Medical Center (Benedictine Sisters of Duluth/Essentia), Brainerd MN (NNU MNA, SEIU Healthcare MN)

## ***Diocese of Winona***

1. St Elizabeth's, Wabasha MN (MNA SEIU)
2. St. Mary's Hospital (Sisters of St. Francis/Mayo Clinic), Rochester MN (SEIU)

## ***Diocese of New Ulm***

1. Avera Marshall Regional Medical Center, Marshall MN ???
2. St. Therese of New Hope, New Hope MN (SEIU Healthcare MN)

## ***Diocese of Crookston***

1. CHI LakeWood Health, Baudette MN (NNU MNA)
2. CHI St. Joseph's Health, Park Rapids MN (NNU MNA, SEIU Healthcare MN)

## ***Diocese of St. Cloud***

1. CHI St. Gabriel's Health, Little Falls MN (NNU MNA)

## **Montana**

### ***Diocese of Helena***

1. St. James Community Hospital (Sisters of Charity of Leavenworth Health System), Butte MT (IBT Local 2/UNITEHERE)

## **Nevada**

### ***Diocese of Las Vegas***

1. St. Rose Dominican Hospitals – Siena Campus (Dignity/CHW), Henderson NV (NNU CAN, SEIU UHW)
2. St. Rose Dominican Hospitals – Rose de Lima Campus (Dignity/CHW), Henderson NV (NNU CAN, SEIU UHW)
3. Saint Rose Dominican Hospitals, Nevada -- San Martin Campus Las Vegas NV (NNU)

## **New Jersey**

### ***Archdiocese of Newark***

1. St. Michael's Medical Center (Catholic Healthcare East), Newark NJ (IUOE JNESO, SEIU 1199)
2. Providence Nursing Home, Hackensack, NJ (IBT 97)

### ***Diocese of Camden***

1. Our Lady of Lourdes Medical Center, Camden, NJ (IBT 929)
2. Bishop McCarthy Residence, Vineland NJ (IUOE JNESO)
3. Cardinal Health Swedesboro, NJ (IBT Local 500)

### ***Diocese of Trenton***

1. Providence Nursing & Rehabilitation Center, Trenton NJ (IBT 35)

## **New Mexico**

### ***Archdiocese of Santa Fe***

1. Christus St. Vincent Medical Center (Christus), Santa Fe NM (AFSCME 1199NM)

## **New York**

### ***Archdiocese of New York***

1. Carmel Richmond Rehabilitation Center (Archcare), Staten Island NY (SEIU 1199)
2. Ferncliff Nursing Home (Archcare), Rhinebeck NY (SEIU 1199)
3. Mary Manning Walsh Home (Archcare), New York NY (SEIU 1199)
4. St Vincent de Paul Residence (Archcare), Bronx NY (SEIU 1199)
5. St Vincent Hospital Westchester (St Joseph's), Westchester NY (NYSNA)
6. St Cabrini of Westchester nursing home, Westchester NY (NYSNA/SEIU 1199)
7. Terence Cardinal Cooke Center (Archcare), New York NY (NYSNA, SEIU 1199)

### ***Diocese of Brooklyn***

1. Bon Secours Community Hospital (Bon Secours Health System), Port Jervis NY (SEIU 1199)
2. Good Samaritan Hospital (Bon Secours Health System), Suffern NY (SEIU 1199)
3. Ozanam Hall Nursing Home, Bayside NY (NYSNA, UFCW 342)
4. St. Joseph's Medical Opioid Treatment Center, Jamaica NY (NYSNA)

### ***Diocese of Buffalo***

1. Mercy Hospital, Buffalo, NY (CWA, IUOE)
2. Sisters of Charity Hospital, St Joseph Campus (CWA, SEIU 1199)
3. Kenmore Mercy Hospital (CWA, UFCW)
4. Mount St. Mary's Hospital and Health Center, Lewiston NY (SEIU 1199)
5. St Catherine Laboure Health Care Center, Buffalo NY (SEIU 1199)
6. Macauley Residence, Buffalo NY (SEIU 1199)

### ***Diocese of Rochester***

1. St Joseph's Hospital (Arnot Health), Elmira NY (NYSNA)

## ***Diocese of Rockville Centre***

1. St Charles Hospital, Port Jefferson NY (NYSNA)
2. St. Catherine of Siena Hospital, Smithtown NY (NYSNA/AFT)
3. St. Joseph Bethpage, Rockville Centre NY (NYSNA)

## ***Diocese of Syracuse***

1. St Luke Health Services Long term care, Oswego NY (SEIU 1199)

# **Ohio**

## ***Archdiocese of Cincinnati***

1. Mercy Memorial Hospital (Catholic Healthcare Partners), Urbana, OH (SEIU 1199)
2. Mercy McCauley Center (Catholic Healthcare Partners), Urbana, OH (SEIU 1199)
3. Springfield Regional Medical Center (Catholic Healthcare Partners), Springfield OH (SEIU 1199)

## ***Diocese of Cleveland***

1. Allen Medical Center (Mercy/CHP), Oberlin OH (SEIU 1199)
2. Marymount Hospital (Sisters of St. Joseph/Cleveland Clinic), Garfield Heights OH (SEIU 1199)
3. Mercy Regional Medical Center (Catholic Healthcare Partners), Lorain OH (SEIU 1199)
4. St. Vincent Charity Hospital (Sisters of Charity), Cleveland OH (SEIU 1199)

## ***Diocese of Youngstown***

1. St. Elizabeth Health Center (Catholic Healthcare Partners), Youngstown OH (IBT 377)
2. Assumption Village (Mercy/CHP), Youngstown OH (SEIU 1199)
3. Humility of Mary Health Partners, Warren, OH (IBT 377)
4. St. Joseph Health Center, Warren OH (IBT 377)

## **Oregon**

### ***Archdiocese of Portland***

1. Mercy Medical Center, Roseburg OR (Oregon Nurses Association)
2. PeaceHealth Peace Harbor Medical Center, Florence OR (ONA)
3. PeaceHealth Sacred Heart, Eugene OR (AFT 6552, ONA , SEIU 49)
4. PeaceHealth Sacred Heart, Springfield OR (AFT 6552, ONA , SEIU 49)
5. Peace Health Sacred Heart Home Health and Hospice, Eugene OR (ONA)
6. PeaceHealth Laboratories, Springfield OR (SEIU 49)
7. Providence Home Health & Hospice, Eugene OR (ONA)
8. Providence Medford Medical Center, Medford OR (ONA)
9. Providence Milwaukie Hospital, Milwaukie OR (ONA)
10. Providence Newberg Medical Center, Newberg OR (ONA)
11. Providence Portland Medical Center, Portland OR (ONA)
12. Providence Seaside Hospital, Seaside OR (ONA)
13. Providence St. Vincent Medical Center, Portland OR (ONA)
14. Providence Willamette Falls Medical Center, Oregon City OR (ONA)

### ***Diocese of Baker***

1. Providence Hood River Memorial Hospital, Hood River OR (ONA)
2. St. Alphonsus Medical Center, Baker City OR (ONA)
3. St. Alphonsus Medical Center, Ontario OR (ONA)
4. St. Anthony Hospital, Pendleton OR (ONA)

## **Pennsylvania**

### ***Archdiocese of Philadelphia***

1. Mercy Fitzgerald, Darby PA (PASNAP)

## **Rhode Island**

### ***Diocese of Providence***

1. Our Lady of Fatima Hospital, North Providence RI (UNAP)

## **Washington**

### ***Archdiocese of Seattle***

1. Catholic Community Services, Bellingham WA (SEIU 1199NW)
2. Franciscan Medical Group (CHI), Seattle WA (SEIU 1199NW)
3. Peacehealth Peace Island Medical Center, Friday Harbor WA (Washington State Nurses Association)
4. PeaceHealth Southwest Washington Medical Center, Vancouver WA (AFT 5017, WSNA)
5. PeaceHealth St. John Medical Center, Longview WA WSNA SEIU 49
6. PeaceHealth St. Joseph Hospital (PeaceHealth), Bellingham WA (SEIU 1199NW/WSNA)
7. Providence Everett Medical Center (UFCW 21)
8. Providence St. Peter Hospital, Olympia WA (SEIU 1199NW)
9. St. Clare Hospital (CHI), Lakewood WA (SEIU1199NW/WSNA)
10. St Elizabeth Hospital (CHI), Enumclaw WA (SEIU 1199NW)
11. St. Joseph Medical Center (CHI), Tacoma WA (SEIU1199NW/WSNA)

### ***Diocese of Spokane***

1. Lourdes Medical Center (Ascension), Pasco WA (SEIU 1199NW)
2. Providence Centralia Hospital, Centralia WA (SEIU 1199NW)
3. Providence Holy Family Medical Center, Spokane WA (WSNA)
4. Providence Sacred Heart Medical Center, Spokane WA (WSNA)
5. Providence Sound Home Care and Hospice, Olympia WA (SEIU 1199NW)
6. Providence VNA HomeHealth, Spokane WA (WSNA)
7. Providence St Joseph Hospital, Chewelah WA (SEIU 1199NW)

## **Wisconsin**

### ***Archdiocese of Milwaukee***

1. St. Francis Hospital (Ascension), Milwaukee WI (AFT Local 5001)

# Catholic K-12 Education

According to the National Catholic Educational Association, 150,000 teachers and support staff instruct nearly two million children in our nation's Catholic schools. Before the 1960s most teaching positions were filled by vowed religious (nuns, friars, and priests who belonged to religious orders). Today lay men and women account for more than 97% of the Catholic school workforce.

Unlike most Catholic hospitals and universities, Catholic schools are typically operated directly by the Church. Elementary and Middle schools are generally operated by parishes, while high schools are more commonly operated by a diocese or sponsoring religious order. Because they are directly operated by the Church and charged with teaching religious doctrine to Catholic youth, the courts have exempted these schools from the jurisdiction of the National Labor Relations Act, citing the First Amendment's absolute protections of religious freedom.

This exemption does NOT mean that teachers lack the right to form unions and bargain collectively, just that the National Labor Relations Board will not protect them from those that might violate their rights. The NLRB's absence does not absolve the pastor, school board or principal from the Bishops' injunction 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 (Economic Justice for All, 1986)."

Indeed, in approximately 300 K-12 Catholic Schools across the across the United States, teachers have formed unions and established mutually rewarding collective bargaining relationships with individual Catholic schools or entire Diocesan school systems. Some belong to familiar unions affiliated with the AFL-CIO, while many others belong to an independent union, the National Association of Catholic School Teachers.

Below find hundreds of Catholic schools with unions representing teachers and other staff; if yours is missing, contact [clayton@catholiclabor.org](mailto:clayton@catholiclabor.org).

# **California**

## ***Archdiocese of San Francisco***

### **AFT Local 2240**

1. Marin Catholic HS, Kentfield CA
2. Sacred Heart Cathedral HS, San Francisco CA
3. Archbishop Riordan HS, San Francisco CA
4. Junipero Serra HS, San Mateo CA

## ***Diocese of San Jose***

### **AFT 2240**

1. Archbishop Mitty HS, San Jose CA

# **Connecticut**

## ***Archdiocese of Hartford***

### **NACST, Greater Hartford Catholic Education Association**

1. East Catholic HS, Manchester CT
2. Northwest Catholic HS, West Hartford CT
3. Sacred Heart High School, Waterbury CT
4. St. Paul HS, Bristol CT



# **Missouri**

## ***Archdiocese of St. Louis***

### **NACST, St. Louis Archdiocesan Teachers Association**

1. Cardinal Ritter College Preparatory
2. Bishop DuBourg High School
3. Rosati-Kain High School
4. St. Marys High School
5. St. Pius X High School
6. Trinity Catholic High School

# **New Jersey**

## ***Archdiocese of Newark***

### **LIUNA Local 305**

1. Immaculate Heart Academy, Washington Township, NJ
2. Hudson Catholic Regional High School, Jersey City, NJ
3. Mother Seton Regional High School, Clark, NJ
4. Paramus Catholic High School, Paramus, NJ
5. Roselle Catholic High School, Roselle, NJ
6. Saint Joseph Regional High School, Montvale, NJ
7. Union Catholic Regional High School, Scotch Plains, NJ

### **NACST**

1. St Joseph's HS, West New York NJ
2. Our Lady of Peace ES, Fords NJ

## ***Diocese of Trenton***

### **AFT**

1. Monsignor Donovan HS, Tom's River NJ

### **NACST**

1. Holy Cross HS, Delran NJ
2. St. Rose Grammar School, Belmar NJ
3. St. John Vianney, Holmdel NJ

## ***Diocese of Camden***

### **NACST**

1. Camden Catholic High School, Cherry Hill NJ
2. Holy Spirit High School, Absecon NJ
3. Paul VI High School, Haddon Twp. NJ
4. St. Joseph High School, Hammonton NJ
5. Wildwood Catholic High School, Wildwood NJ

# New York

## *Archdiocese of New York*

### **OPEIU Local 153, Federation of Catholic Teachers**

1. Blessed Sacrament, Staten Island NY
2. Holy Rosary, Staten Island NY
3. Monsignor Farrell HS, Staten Island NY
4. Notre Dame Academy HS, Staten Island NY
5. Our Lady Help of Christians, Staten Island NY
6. Our Lady of Good Counsel, Staten Island NY
7. Our Lady of Mt. Carmel/St. Benedicta, Staten Island NY
8. Our Lady Queen of Peace, Staten Island NY
9. Our Lady Star of the Sea, Staten Island NY
10. Sacred Heart, Staten Island NY
11. St. Adalbert, Staten Island NY
12. St. Ann, Staten Island NY
13. St. Charles, Staten Island NY
14. St. Christopher, Staten Island NY
15. St. Clare, Staten Island NY
16. St. Joseph - St. Thomas, Staten Island NY
17. St. Joseph by-the-Sea HS, Staten Island NY
18. St. Patrick, Staten Island NY
19. St. Peter's Boys HS, Staten Island NY
20. St. Peter-St. Paul, Staten Island NY
21. St. Rita, Staten Island NY
22. St. Teresa, Staten Island NY
23. Dominican Academy HS, New York NY
24. Epiphany, New York NY
25. Guardian Angel, New York NY
26. Immaculate Conception, New York NY
27. LaSalle Academy HS, New York NY
28. Notre Dame, New York NY
29. Our Lady of Pompeii, New York NY
30. Sacred Heart of Jesus, New York NY
31. St. Brigid, New York NY
32. St. Ignatius Loyola, New York NY
33. St. Jean Baptiste HS, New York NY
34. St. Joseph--Yorkville, New York NY
35. St. Stephen of Hungary, New York NY
36. St. Vincent Ferrer HS, New York NY
37. Transfiguration, New York NY
38. Ascension, New York NY
39. Blessed Sacrament, New York NY
40. Corpus Christi, New York NY
41. Good Shepherd, New York NY
42. Incarnation, New York NY
43. Mount Carmel/Holy Rosary, New York NY
44. Our Lady of Lourdes, New York NY
45. Our Lady Queen of Angels, New York NY
46. Our Lady Queen of Martyrs, New York NY
47. St. Ann, New York NY
48. St. Charles Borromeo, New York NY
49. St. Elizabeth, New York NY
50. St. Mark the Evangelist, New York NY
51. St. Paul, New York NY
52. St. Rose of Lima, New York NY

53. Holy Cross, Bronx NY
54. Holy Family, Bronx NY
55. Immaculate Conception, Bronx NY
56. Monsignor Scanlan HS, Bronx NY
57. Our Lady of the Assumption, Bronx NY
58. St. Anselm, Bronx NY
59. St. Athanasius, Bronx NY
60. St. Benedict, Bronx NY
61. St. Frances de Chantal, Bronx NY
62. St. John Chrysostom, Bronx NY
63. St. Luke, Bronx NY
64. St. Theresa, Bronx NY
65. St. Thomas Aquinas, Bronx NY
66. Christ The King, Bronx NY
67. Our Lady of Mt. Carmel, Bronx NY
68. Our Lady of Refuge, Bronx NY
69. Sacred Heart, Bronx NY
70. St. Angela Merici, Bronx NY
71. St. Brendan, Bronx NY
72. St. Gabriel, Bronx NY
73. St. John, Bronx NY
74. St. Joseph, Bronx NY
75. St. Margaret Mary, Bronx NY
76. St. Margaret of Cortona, Bronx NY
77. St. Nicholas of Tolentine, Bronx NY
78. St. Philip Neri, Bronx NY
79. St. Simon Stock, Bronx NY
80. Holy Rosary, Bronx NY
81. Immaculate Conception, Bronx NY
82. Nativity of Our Blessed Lady, Bronx NY
83. Our Lady of Grace, Bronx NY
84. Santa Maria, Bronx NY
85. St. Barnabas, Bronx NY
86. St. Barnabas HS, Bronx NY
87. St. Clare of Assisi, Bronx NY
88. St. Francis of Assisi, Bronx NY
89. St. Francis Xavier, Bronx NY
90. St. Helena, Bronx NY
91. St. Lucy, Bronx NY
92. St. Raymond, Bronx NY
93. St. Raymond Academy for Girls, Bronx NY
94. St. Raymond High School for Boys, Bronx NY
95. Sts. Philip and James, Bronx NY
96. Annunciation, Crestwood NY
97. Holy Name of Jesus, New Rochelle NY
98. Immaculate Conception, Tuckahoe NY
99. Our Lady of Perpetual Help, Pelham Manor NY
100. Our Lady of Victory, Mt. Vernon NY
101. Sacred Heart, Yonkers NY
102. Sacred Heart HS, Yonkers NY
103. St. Ann, Yonkers NY
104. St. Anthony, Yonkers NY
105. St. Eugene, Yonkers NY
106. St. John the Baptist, Yonkers NY
107. St. Joseph, Bronxville NY
108. St. Paul the Apostle, Yonkers NY
109. St. Peter, Yonkers NY
110. The John Cardinal O'Connor School, Irvington-on-Hudson NY
111. Corpus Christi/Holy Rosary, Port Chester NY
112. Immaculate Heart of Mary, Scarsdale NY
113. Our Lady of Mt. Carmel, Elmsford NY
114. Our Lady of Sorrows, White Plains NY
115. Resurrection, Rye NY
116. Sacred Heart, Hartsdale NY
117. St. Augustine, Ossining NY
118. St. Columbanus, Cortlandt Manor NY
119. St. Elizabeth Ann Seton, Shrub Oak NY
120. St. Patrick, Bedford NY
121. St. Patrick, Yorktown Heights NY
122. Sts. John & Paul, Larchmont NY
123. Transfiguration, Tarrytown NY
124. Most Precious Blood, Walden NY
125. Our Lady of Mount Carmel, Middletown NY
126. Sacred Heart, Suffern NY
127. Sacred Heart, Monroe NY

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| 128. Sacred Heart/St. Francis, Newburgh NY | 136. Holy Trinity, Poughkeepsie NY          |
| 129. St. Anthony, Nanuet NY                | 137. Kingston Catholic, Kingston NY         |
| 130. St. Gregory Barbarigo, Garnerville NY | 138. St. Denis/St. Columba, Hopewell Jct NY |
| 131. John S. Burke HS, Goshen NY           | 139. St. James the Apostle, Carmel NY       |
| 132. St. John, Goshen NY                   | 140. St. Martin de Porres, Poughkeepsie NY  |
| 133. St. Margaret, Pearl River NY          | 141. St. Mary, Fishkill NY                  |
| 134. St. Paul, Valley Cottage NY           | 142. St. Mary, Wappingers Falls NY          |
| 135. St. Stephen/St. Edward, Warwick NY    | 143. St. Peter, Poughkeepsie NY             |
|  | 144. St. Peter's Regional, Liberty NY       |

### **LIUNA Local 255, Lay Faculty Association**

1. Cardinal Hayes HS, Bronx NY
2. Cathedral HS, Manhattan NY
3. Moore Catholic HS, Staten Island NY
4. Cardinal Spellman HS, Bronx NY
5. St. Catharine Academy, Bronx NY
6. Maria Regina HS, Hartsdale NY

### **AFT**

1. St. Dominic's Home, Blauvelt NY

### ***Diocese of Albany***

### **AFT**

1. Christian Brothers Academy, Albany NY
2. Lasalle Institute, Troy NY

## *Diocese of Brooklyn*

### **LIUNA Local 255, Lay Faculty Association**

1. Bishop Loughlin HS, Brooklyn NY
2. Bishop Kearney, Brooklyn NY
3. Archbishop Molloy Brooklyn NY
4. St. Edmunds , Brooklyn NY
5. Nazareth Regional HS, Brooklyn NY

## *Diocese of Buffalo*

### **NACST, Diocesan Elementary Schools Association**

1. Catholic Academy of West Buffalo, Buffalo NY
2. Holy Family, Buffalo NY
3. St. Agatha, Buffalo NY
4. St. Agnes, Buffalo NY
5. St. Ambrose, Buffalo NY
6. St. Bernard, Buffalo NY
7. St. Mark, Buffalo NY
8. St. Martin, Buffalo NY
9. St. Thomas Aquinas, Buffalo NY
10. Our Lady of the Sacred Heart, Orchard Park NY
11. St. Bernadette, Orchard Park NY
12. St. Andrew, Kenmore NY
13. St. Paul, Kenmore NY
14. Queen of Heaven, West Seneca NY
15. St. Bonaventure, West Seneca NY
16. Our Mother of Good Counsel, Bladgell NY
17. St. Barnabas, Depew NY
18. St. Gregory the Great, Williamsville NY
19. St. Leo the Great, Eggertsville NY
20. St. Mary's Swormville, E. Amherst NY

### **NACST, Secondary Lay Teachers Association**

- **Buffalo Diocesan Secondary Schools**

## ***Diocese of Rockville Centre***

### **LIUNA Local 1261, Lay Faculty Association**

1. Holy Trinity HS, Hicksville NY
2. Bishop McGann – Mercy High School, Riverhead NY
3. St. John the Baptist High School, West Islip NY
4. Sacred Heart Academy, Hempstead NY

## ***Diocese of Syracuse***

### **AFT**

1. Christian Brothers Academy, Syracuse NY

# **Ohio**

## ***Diocese of Columbus***

### **Central Ohio Association of Catholic Educators (COACE)**

1. Bishop Hartley HS
2. Bishop Ready HS
3. Bishop Watterson HS
4. St Charles HS
5. St Francis de Sales HS

## ***Diocese of Cleveland***

### **NACST, Cleveland High School and Academy Lay Teachers Association (CHALTA)**

1. Lake Catholic HS
2. Cleveland Central Catholic HS
3. Villa Angela-St. Joseph HS
4. Holy Name HS
5. Elyria Catholic HS

## ***Diocese of Youngstown***

### **Youngstown Confederation of Diocesan Teachers (YDCT)**

1. St. Charles ES
2. Holy Family ES
3. St. Nicholas ES
4. St. Christine's ES
5. St. Joseph-Immaculate Heart of Mary ES
6. St. Patrick in Hubbard ES
7. Cardinal Mooney HS
8. Central Catholic HS
9. John F. Kennedy Upper Campus HS
10. St. Thomas Aquinas HS
11. Ursuline HS



# **Pennsylvania**

## ***Archdiocese of Philadelphia***

### **NACST Local 1776, Association of Catholic Teachers**

1. Monsignor Bonner & Archbishop Prendergast HS
2. Archbishop Carroll HS
3. Conwell-Egan HS
4. John W. Hallahan HS
5. Holy Cross HS
6. Saint Hubert HS
7. Father Judge HS
8. Lansdale Catholic HS
9. Little Flower HS
10. Bishop McDevitt HS
11. Saints John Neumann & Maria Goretti HS
12. Cardinal O'Hara HS
13. Pope John Paul II HS
14. Archbishop Prendergast HS
15. Roman Catholic HS
16. Archbishop Ryan HS
17. Bishop Shanahan HS
18. West Catholic HS
19. Archbishop Wood HS

## ***Diocese of Altoona-Johnstown***

### **NACST**

1. Bishop Carroll HS, Edensburg PA
2. Bishop Guilfoyle HS, Altoona PA
3. Bishop McCort HS, Johnstown PA

## ***Diocese of Greensburg***

### **NACST**

1. Geibel Catholic Junior-Senior HS, Connellsville PA
2. Greensburg Central Catholic Junior-Senior HS, Greensburg PA

## *Diocese of Pittsburgh*

### **NACST, Federation of Pittsburgh Diocesan Teachers (FPDT)**

1. Bishop Canevin
2. Blessed Sacrament
3. Butler Catholic
4. Cardinal Wuerl North Catholic
5. Central Catholic
6. Christ The Divine Teacher Academy
7. East Catholic
8. Holy Trinity
9. John F. Kennedy
10. Oakland Catholic
11. Our Lady of Fatima
12. Our Lady of Grace
13. Quigley Catholic
14. Serra Catholic
15. Seton LaSalle
16. St. Agnes
17. St. Alexis
18. St. Alphonsus
19. St. Anthony
20. St. Bartholomew
21. St. Bernadette
22. St. Bernard
23. St. Bonaventure
24. St. Elizabeth
25. St. Gabriel
26. St. John Bosco
27. St. John The Baptist, Unity
28. St. Joseph
29. St. Louise De Marillac
30. St. Malachy
31. St. Maria Goretti
32. St. Mary
33. St. Patrick
34. St. Sebastian
35. St. Sylvester
36. St. Teresa
37. St. Therese
38. St. Thomas More
39. St. Vitus

### **IBT Local 26**

1. School at McGuire Memorial, New Brighton PA

# Catholic Higher Education

According to the [Association of Catholic Colleges and Universities](#), America is home to more than 200 Catholic institutions of higher education serving nearly one million students. Most were established and largely staffed by religious orders, and served primarily Catholic students. Today's Catholic universities, however, employ faculty and staff — and enroll students — of all faith backgrounds.

Catholic social teaching defends the right of all workers to form unions and bargain collectively, but different categories of university employees have different legal status under American labor law. Some categories of employees, such as custodians, cafeteria workers and many clerical employees — enjoy all the protections of the National Labor Relations Act (NLRA). Tenured faculty, on the other hand, are considered management employees; although they can and sometimes do form unions, the Labor Board will not protect them from retaliation if they do so.

In recent years adjunct faculty in colleges across the United States — who have been assigned increasing amounts of the college teaching load — have sought to organize in unions. While a handful have resisted unionization — and even cited their Catholic identity as a reason! — a growing number of Catholic colleges have recognized unions of adjunct instructors.

In addition to bargaining directly with unions of their employees, a number of Catholic universities have taken important steps to vindicate the rights of workers employed by their contractors and suppliers. Some have adopted contracting policies that insist firms providing janitorial or food services pay workers a living wage and honor their workers' right to organize. Others have adopted fair labor codes for suppliers of college-branded garments and gear. In many cases universities have been aided in their discernment on these matters by vigorous student action.

Below find a list of Catholic Colleges and Universities whose direct or indirect (contract) employees have union representation. (Schools marked with an asterisk\* have unions representing some categories of workers, but are fighting the efforts of adjunct instructors to exercise this right.)

## **California**

### ***Archdiocese of San Francisco***

#### **University of San Francisco, San Francisco CA**

- Faculty, AFT Local 4269
- Food Service, UNITE HERE Local 2

### ***Archdiocese of Los Angeles***

#### **Loyola Marymount University, Los Angeles CA**

- Food Service, UNITE HERE Local 11

### ***Diocese of Oakland***

#### **St. Mary's College of California, Moraga CA**

- Non-Tenured Faculty, SEIU 1021
- Food Service, UNITEHERE Local 2850

### ***Diocese of Sacramento***

#### **Notre Dame de Namur, Belmont CA**

- Non-Tenured Faculty, SEIU 1021
- Food Service, UNITEHERE Local 2850

## **Colorado**

### ***Archdiocese of Denver***

#### **Regis University, Denver CO**

- Food Service, UNITE HERE Local 23

## **Connecticut**

### ***Diocese of Bridgeport***

#### **Fairfield University, Fairfield CT**

- Food Service, UNITE HERE Local 217
- Faculty, AAUP

## **District of Columbia**

### ***Archdiocese of Washington***

#### **Catholic University of America, Washington DC**

- Food Service, UNITE HERE Local 23

#### **Georgetown University, Washington DC**

- Adjunct faculty, SEIU 500
- University Food Service, UNITE HERE Local 23
- Georgetown University Hotel and Conference Center, UNITE HERE Local 23
- Bulldog Tavern, , UNITE HERE Local 23

#### **Trinity Washington University, Washington DC**

- Adjunct Faculty, SEIU Local 500
- Food Service, UNITE HERE Local 23

## **Florida**

### ***Diocese of St. Petersburg***

#### **St. Leo University, St. Leo FL**

- Faculty, AFT/NEA United Faculty of Florida St. Leo

## **Illinois**

### ***Archdiocese of Chicago***

#### **Dominican University, River Forest IL**

- Food Service, UNITEHERE Local 1

#### **DePaul University, Chicago IL**

- Food Service, UNITE HERE Local 1

#### **Loyola University Chicago\***

- Adjunct Faculty, SEIU Local 73
- Food Service, UNITE HERE Local 1

#### **St. Xavier University\***

- Tenured Faculty, Independent Union

## **Indiana**

### ***Archdiocese of Indianapolis***

#### **Marian University, Indianapolis IN**

- Operations/Food Service, UNITE HERE Local 23

## **Massachusetts**

### ***Archdiocese of Boston***

#### **Laboure College, Milton MA**

- Faculty, NEA-Massachusetts Teachers' Association

## **Michigan**

### ***Archdiocese of Detroit***

#### **University of Detroit, Mercy**

- Faculty, NEA/Michigan Education Association
- Food Service, UNITE HERE Local 24

## **Minnesota**

### ***Archdiocese of St. Paul and Minneapolis***

#### **University of St. Thomas, St. Paul MN**

- Trades/Maintenance, IBT Local 120

## **Missouri**

### ***Archdiocese of St. Louis***

#### **St. Louis University, St. Louis MO**

- Adjunct Faculty, SEIU Local 1
- Food Service UNITE HERE Local 23

## **New Jersey**

### ***Archdiocese of Newark***

#### **Felician University, Lodi NJ**

- Food Service, UNITE HERE Local 100

#### **St. Peter's University, Jersey City NJ**

- Food Service, UNITE HERE Local 100

#### **Seton Hall University, South Orange NJ**

- Staff, OPEIU Local 153

## **New York**

### ***Archdiocese of New York***

#### **College of Mount Saint Vincent, NY**

- Food Service, UNITE HERE Local 100

#### **Dominican College, Blauvelt NY**

- Food Service, UNITEHERE Local 100

#### **Fordham University**

- Office and Clerical, OPEIU 153
- Maintenance/Trades/Food Service, IBT 810
- Adjunct Faculty, SEIU Local 200

#### **Manhattan College, New York NY\***

- Food Service, UNITE HERE Local 100

#### **Marymount Manhattan College, New York NY**

- Staff, AFT 7942
- Food Service, UNITE HERE Local 100

## ***Diocese of Brooklyn***

### **St. Francis College, Brooklyn NY**

- Adjunct Faculty, AFT 7965

### **St. John's University, Queens NY**

- Faculty, AAUP
- Food Service, UNITE HERE Local 100

## ***Diocese of Buffalo***

### **D'Youville College, Buffalo NY**

- Faculty, AAUP
- Maintenance, SEIU 200

## ***Diocese of Rockville Centre***

### **Molloy College, Rockville Center NY**

- Food Service, UNITE HERE Local 100

## ***Diocese of Syracuse***

### **LeMoyne College, Syracuse NY**

- Adjunct Faculty, AFT 7967

## **Pennsylvania**

## ***Diocese of Pittsburgh***

### **Duquesne University, Pittsburgh PA\***

- Police/Security Guards, IBT

## ***Diocese of Scranton***

### **University of Scranton, Scranton PA**

- Faculty, AAUP



## **Rhode Island**

### ***Diocese of Providence***

#### **Providence College, Providence RI**

- Food Service, UNITE HERE New England Joint Board

## **Texas**

### ***Diocese of Austin***

#### **St. Edward's University, Austin TX**

- Food Service, UNITE HERE Local 23

## **Vermont**

### ***Diocese of Burlington***

#### **St. Michaels College, Colchester VT**

- Adjunct Faculty, SEIU 200
- Maintenance, AFSCME Local 1343

## **Washington**

### ***Archdiocese of Seattle***

#### **Seattle University, Seattle WA\***

- Food Service, UNITE HERE Local 8

# Catholic Social Services/Other

A vast network of social service providers based in Dioceses across the United States operate under the umbrella of Catholic Charities. Catholic Charities reported employing more than 60,000 in 2013, who served more than 9 million individuals in need. The Church also employs many men and women in Catholic newspapers, Catholic cemeteries, and in other tasks supporting the Church's mission and its works of charity.

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Below find several Catholic institutional employers outside healthcare and education whose employees enjoy union representation:

## Alaska

### *Diocese of Juneau*

Catholic Community Services Inc., Juneau AK (IBT)

## California

### *Archdiocese of San Francisco*

Catholic Cemeteries, Archdiocese of San Francisco, San Francisco CA (SEIU)

### *Archdiocese of Los Angeles*

Cathedral of Our Lady of the Angels (Food Service), Los Angeles CA (UNITEHERE)

### *Diocese of Oakland*

Catholic Cemeteries, Diocese of Oakland, Oakland CA (SEIU)

## **District of Columbia**

### ***Archdiocese of Washington DC***

Catholic News Service, Washington DC (TNG-CWA)

Basilica of the National Shrine of the Immaculate Conception (Food Service), Washington DC (UNITEHERE)

## **Illinois**

### ***Archdiocese of Chicago***

- Archdiocese of Chicago (Drivers), Chicago IL (IBT)
- Maryville Academy, Des Plaines IL (AFSCME 31)

### ***Diocese of Joliet***

- St. Coletta's of Illinois, Tinley Park IL (AFSCME 31)
- Good Shepherd Manor, Grant Park IL (AFSCME 31)

## **Michigan**

### ***Archdiocese of Detroit***

*Michigan Catholic*, Detroit MI (TNG-CWA)

## **Missouri**

### ***Archdiocese of St. Louis***

*St. Louis Review*, St. Louis MO (TNG-CWA)

## **Minnesota**

### ***Diocese of Duluth***

Catholic Cemeteries, Diocese of Duluth, Duluth MN (IBT)

## **New York**

### ***Archdiocese of New York***

Mission of the Immaculate Virgin (Maintenance), Staten Island, NY (IBT)

### ***Diocese of Brooklyn***

Catholic Charities Neighborhood Services, Brooklyn NY (AFSCME)

## **Ohio**

### ***Diocese of Cleveland***

*Catholic Universe Bulletin*, Cleveland OH (TNG-CWA)

## **Washington**

### ***Archdiocese of Seattle***

Catholic Community Services of Washington, Seattle, WA (SEIU)