

Gaudium et Spes List: 2015

Gaudium et Spes:

A List of Catholic Institutions with Labor Unions

Catholic Employer Project

Preface

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)

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.

Economic Justice For All, Pastoral Letter on Catholic Social Teaching and the U.S. Economy (1986)

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 exercise a true magisterium in deed as well as in word. They are doers of the word, and not hearers only (James 1:22).

The Catholic Employer Project tracks labor relations at Catholic institutions across the United States. The CLN is pleased to report that we have identified well over 200 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 – and this list is hardly exhaustive! We welcome your help identifying any we have missed.

The Catholic Employer Project produces a monthly bulletin on labor relations developments involving Catholic institutions. To subscribe, contact clayton@catholiclabor.org

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.

Catholic Hospitals and Healthcare Institutions with Employee Unions

1. St. Francis Medical Center (Daughters of Charity), Lynwood CA (AFSCME/SEIU)
2. Sequoia Hospital (Dignity/CHW), Redwood City CA (AFSCME)
3. St. John's Health Center (Sisters of Charity), Santa Monica CA (NNU)
4. St. Vincent Medical Center (Daughters of Charity), Los Angeles CA (NNU)
5. Santa Rosa Memorial Hospital (St. Joseph Health System), Santa Rosa CA (NUHW)
6. Petaluma Valley Hospital (St. Joseph Health System), Petaluma CA (NNU)
7. St. Joseph Hospital (St. Joseph Health System), Eureka CA (NNU)
8. St. Mary Medical Center (St. Joseph Health System), Apple Valley CA (USW/NNU)
9. Queen of the Valley (St. Joseph Health System), Napa CA (NNU)
10. Saint John's Pleasant Valley Hospital (Dignity/CHW), Camarillo CA (SEIU)
11. Saint John's Regional Medical Center (Dignity/CHW), Oxnard CA (SEIU)
12. Saint Elizabeth Community Hospital (Dignity/CHW), Red Bluff CA (SEIU)
13. Mercy Medical Center (Dignity/CHW), Mt. Shasta CA (NNU/SEIU)
14. Mercy Medical Center (Dignity/CHW), Redding CA (NNU/SEIU)
15. Dominican Hospital (Dignity/CHW), Santa Cruz CA (NNU/SEIU)
16. Marian Medical Center (Dignity/CHW), Santa Maria CA (NNU/SEIU)
17. Saint Joseph's Medical Center (Dignity/CHW), Stockton CA (NNU/SEIU)
18. Saint Mary Medical Center, Long Beach (Dignity/CHW), San Francisco CA (NNU/SEIU)
19. Saint Bernardine Medical Center (Dignity/CHW), Stockton CA (NNU/SEIU)
20. Mercy General Hospital (Dignity/CHW), Sacramento CA (SEIU)
21. Mercy Hospital (Dignity/CHW), Folsom CA (NNU/SEIU)
22. Mercy San Juan Medical Center (Dignity/CHW), Carmichael CA (NNU/SEIU)
23. Mercy Medical Center - Community Campus (Dignity/CHW), Merced CA (SEIU)
24. Saint Mary Medical Center (Dignity/CHW), Long Beach CA (NNU/SEIU)
25. Mercy Hospital (Dignity/CHW), Bakersfield CA (NNU/SEIU)
26. Northridge Hospital Medical Center (Dignity/CHW), Northridge CA (SEIU)
27. O'Connor Hospital (Daughters of Charity), San Jose CA (NNU/SEIU)
28. Providence Tarzana Medical Center (Providence), Tarzana CA (SEIU)
29. Saint Louise Regional Hospital (Daughters of Charity), Gilroy CA (NNU/SEIU)
30. Seton Medical Center (Daughters of Charity), Daly City CA (NNU/NUHW)
31. Providence St. Joseph Medical Center (Providence), Burbank CA (SEIU)
32. Hospital of Saint Raphael (Saint Raphael Healthcare System--Sisters of Charity of Saint Elizabeth), New Haven CT (IBT)
33. Sister Virginie Grimes Health Center (Saint Raphael Healthcare System--Sisters of Charity of Saint Elizabeth), New Haven CT (IBT)
34. Georgetown University Hospital (MedStar), Washington DC (SEIU)
35. Providence Hospital, Washington DC (NNU)
36. St. Francis Medical Center West (Sisters of St. Francis), Honolulu HI (IBT)
37. Mercy Hospital and Medical Center (Sisters of Mercy), Chicago, IL (IBT)
38. Presence/Resurrection Home Health Care Nurses and Professionals, Chicago IL (AFSCME)
39. St. Anthony Hospital, Chicago, IL (IBT)

40. Saint Bernard Hospital and Health Care Center (Religious Hospitallers of St. Joseph), Chicago IL (SEIU)
41. Saint Mary Medical Center (Community Health Systems), Hobart IN (SEIU)
42. Mercy Medical Center Cedar Rapids Iowa Inc. (Sisters of Mercy), Cedar Rapids IA (IBT)
43. Carney Hospital (Caritas/Steward), Dorchester MA (SEIU/NNU)
44. Norwood Hospital (Caritas/Steward), Norwood MA (SEIU/NNU)
45. Holy Family Hospital (Caritas/Steward), Methuen MA (NNU)
46. St. Elizabeth's Hospital (Caritas/Steward), Brighton MA (SEIU/NNU)
47. Mercy Medical Center (Sisters of Providence), Springfield MA (NNU)
48. Merrimack Valley Hospital (Caritas/Steward), Haverhill MA (NNU)
49. Providence Hospital (Sisters of Providence), Holyoke MA (NNU)
50. Good Samaritan Medical Center (Caritas/Steward), Brockton MA (SEIU/NNU)
51. Bon Secours Hospital (Bon Secours Health Systems), Baltimore MD (SEIU)
52. Genesys Regional Medical Center (Ascension), Flint MI (AFSCME/IBT)
53. Brighton Hospital (St. John Providence Health System), Brighton MI (IBT)
54. Genesys Regional Medical Center (Ascension Health--Daughters of Charity, Congregation of St. Joseph, Sisters of St. Joseph of Carondelet), Goodrich MI (IBT)
55. Genesys Regional Medical Center (Ascension Health--Daughters of Charity, Congregation of St. Joseph, Sisters of St. Joseph of Carondelet), Grand Blanc MI (IBT)
56. Borgess Medical Center (Ascension), Kalamazoo MI (NNU/SEIU)
57. Mercy General Health Partners - Hackley Campus (Trinity Health), Muskegon MI (NUHW)
58. Mercy General Health Partners - Mercy Campus (Trinity Health), Muskegon MI (SEIU)
59. Battle Creek Health System (Trinity Health), Battle Creek MI (SEIU)
60. Mercy Hospital (Trinity Health), Cadillac MI (SEIU)
61. Chelsea Community Hospital (Trinity Health), Chelsea MI (SEIU)
62. Saint Francis Regional Medical Center (Benedictine Health/Allina), Shakopee MN (SEIU)
63. St. Joseph's Medical Center (Benedictine Sisters of Duluth/Essentia), Brainerd MN (SEIU)
64. St. Joseph's Hospital (Sisters of St. Joseph of Carondelet/HealthCare East), St. Paul MN (SEIU)
65. St. Mary's Hospital, (Sisters of St. Francis/Mayo Clinic), Rochester MN (SEIU)
66. Regina Medical Center (Sisters of Charity of our Lady), Hastings MN (SEIU)
67. St. James Community Hospital (Sisters of Charity of Leavenworth Health System), Butte MT (IBT/UNITEHERE)
68. Bishop McCarthy Residence, Vineland NJ (IUOE)
69. Our Lady of Lourdes Medical Center (The Lourdes Health System--Franciscan Sisters of Allegany, NY and a member of Catholic Health East), Camden, NJ (IBT)
70. St. Mary's Hospital, Passaic NJ (IUOE)
71. St. Michael's Medical Center (Catholic Healthcare East), Newark NJ (IUOE/SEIU)
72. Christus St. Vincent Medical Center (Christus), Santa Fe NM (AFSCME)
73. St. Mary's Regional Medical Center (CHW/Dignity), Reno NV (NNU)
74. St. Rose Dominican Hospitals - Siena Campus (Dignity/CHW), Henderson NV (NNU/SEIU)
75. St. Rose Dominican Hospitals - Rose de Lima Campus (Dignity/CHW), Henderson NV (NNU/SEIU)
76. St. Catherine of Siena Hospital (Catholic Health Services of Long Island), Smithtown, NY (AFT)
77. Mercy Hospital (Catholic Health System), Buffalo, NY (CWA)
78. Terence Cardinal Cooke Health Center (Catholic Health Care System), New York, NY (IBT)
79. Sisters of Charity Hospital (Catholic Healthcare East), Buffalo NY (SEIU)

80. St. Joseph Hospital (Catholic Healthcare East), Cheektowga NY (SEIU)
81. Bon Secours Community Hospital (Bon Secours Health System), Port Jervis NY (SEIU)
82. Good Samaritan Hospital (Bon Secours Health System), Suffern NY (SEIU)
83. Mount St. Mary's Hospital and Health Center (Ascension), Lewiston NY (SEIU)
84. Ozanam Hall Nursing Home (Carmelite Sisters), New York, NY (UFCW)
85. Archcare, New York NY (SEIU)
86. Humility of Mary Health Partners, Warren, OH (IBT)
87. St. Elizabeth Health Center (Catholic Healthcare Partners), Youngstown OH (IBT)
88. Assumption Village (Catholic Healthcare Partners), Youngstown OH (SEIU)
89. Allen Medical Center (Catholic Healthcare Partners), Oberlin OH (SEIU)
90. Mercy Regional Medical Center (Catholic Healthcare Partners), Lorain OH (SEIU)
91. Springfield Regional Medical Center (Catholic Healthcare Partners), Springfield OH (SEIU)
92. Mercy Memorial Hospital (Catholic Healthcare Partners), Urbana, OH
93. Mercy McCauley Center (Catholic Healthcare Partners), Urbana, OH
94. Marymount Hospital (Sisters of St. Joseph/Cleveland Clinic), Garfield Heights OH (SEIU)
95. St. Vincent Charity Hospital (Sisters of Charity), Cleveland OH (SEIU)
96. St. Joseph's Hospital (North Philadelphia Health System), Philadelphia PA (AFSCME)
97. St. Monica Manor (Archdiocese of Philadelphia), Philadelphia PA (AFSCME)
98. McGuire Memorial (Co-sponsored by the Felician Sisters of North America, Our Lady of Hope Province and the Diocese of Pittsburgh), New Brighton, PA (IBT)
99. Mercy Hospital (Catholic Healthcare Partners) Scranton, PA (SEIU)
100. St. John's Medical Center (Sisters of St. Joseph of Peace), Longview, WA (IBT/WSNA)
101. Franciscan Care Center at Tacoma (The Franciscan Health System), Tacoma, WA (IBT/WSNA)
102. Lourdes Medical Center (Ascension), Pasco WA (SEIU)
103. Saint Clare Hospital (Catholic Health Initiatives), Lakewood WA (SEIU/WSNA)
104. St. Joseph Medical Center (Catholic Health Initiatives), Tacoma WA (SEIU/WSNA)
105. St. Joseph Hospital (PeaceHealth), Bellingham WA (SEIU/WSNA)
106. St. John Medical Center (PeaceHealth), Longview WA (SEIU/WSNA)
107. Providence St. Peter Hospital (Providence) Olympia WA (SEIU)
108. Providence Centralia Hospital (Providence) Centralia WA (SEIU)
109. Providence Sacred Heart Medical Center (Providence) Spokane WA (WSNA)
110. Providence Holy Family Medical Center (Providence) Spokane WA (WSNA)
111. Providence VNA HomeHealth (Providence) Spokane WA (WSNA)
112. St. Luke's Rehabilitation Institute, Spokane WA (WSNA)
113. St. Francis Hospital (Wheaton Franciscan Health Care), Milwaukee WI (AFT)
114. Our Lady of Victory Hospital (Marian), Stanley WI (SEIU)

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 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, and a list of Catholic Colleges participating in the Workers' Rights Consortium, a joint effort to monitor labor conditions in overseas plants producing products bearing the college name or logo.

Catholic Higher Education Institutions with Employee Unions

1. University of San Francisco (Faculty), San Francisco CA (AFT)
2. University of San Francisco (Food Service*), San Francisco CA (UNITEHERE)
3. Loyola Marymount University (Food Service*), Los Angeles CA (UNITEHERE)
4. St. Mary's College of California (Faculty and Food Service*), Moraga CA (SEIU/UNITEHERE)
5. Fairfield University (Food Service*), Fairfield CT (UNITEHERE)
6. Georgetown University, Washington DC (SEIU 500/UNITEHERE)
7. Georgetown Law School (Food Service*), Washington DC (UNITEHERE)
8. Catholic University of America (Food Service*), Washington DC (UNITEHERE)
9. Trinity Washington University (Adjunct Faculty/Food Service*), Washington DC (SEIU/UNITEHERE)
10. DePaul University (Food Service*), Chicago IL (UNITEHERE)
11. Loyola University (Food Service*), Chicago IL (UNITEHERE)
12. St. Xavier University (Full-time faculty), Chicago IL (Independent)
13. Dominican University (Food Service*), River Forest IL (UNITEHERE)
14. Marian University (Operations and Food Service), Indianapolis IN (UNITEHERE)
15. University of Detroit, Mercy (Food Service*), Detroit MI (UNITEHERE)
16. University of St. Thomas (Trades/Maintenance*), St. Paul MN (IBT)
17. Seton Hall University (Office/Clerical), South Orange NJ (OPEIU)
18. St. Peter's College (Food Service*), NJ (UNITEHERE)
19. Trocaire College, Buffalo NY (AFT)
20. LeMoyne College, Syracuse NY (AFT/IBT)
21. Marymount Manhattan College, NY (AFT)
22. St. Francis College, NY (AFT)
23. Fordham University (Office and Clerical/Maintenance, Trades and Food Service), New York NY (OPEIU/IBT)
24. St. John's University (Food Service*), NY (UNITEHERE)
25. Dominican College (Food Service*), Blauvelt NY (UNITEHERE)
26. Molloy College (Food Service*), Rockville Center NY (UNITEHERE)
27. Manhattan College (Food Service*), NY (UNITEHERE)
28. College of Mount Saint Vincent (Food Service*), NY (UNITEHERE)
29. Diocese of Columbus Catholic Schools, Columbus OH (NACST)
30. Duquesne University of the Holy Ghost (Police/Security Guards), Pittsburgh PA (IBT)
31. Providence College (Food Service*), Providence RI (UNITE HERE)
32. Seattle University (Food Service*), Seattle WA (UNITEHERE)
33. St. Michaels College (Adjunct Faculty and Custodial Staff), Colchester VT (AFSCME/SEIU)

*Asterisk indicates INDIRECT employees — workers employed by contractors, usually in food service or custodial services.

Fair Trade Goods and Garments

The following Catholic colleges and universities are reported as members of the Workers' Rights Consortium, which inspects and certifies fair labor practices by vendors of college logo goods and garments:

1. Aquinas College
2. Bellarmine University
3. Boston College
4. The College of the Holy Cross
5. Duquesne University
6. Fordham University
7. Georgetown University
8. Gonzaga University
9. John Carroll University
10. Loyola University of Chicago
11. St. John's University
12. Saint Louis University
13. Saint Mary's College
14. University of Notre Dame
15. Villanova University
16. Xavier University

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.

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. Indeed, thousands of Catholic Schoolteachers across the United States 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.

1. San Francisco Archdiocesan Secondary Schools, San Francisco CA (AFT)
2. Hartford Archdiocese Secondary Schools, Hartford CT (NACST)
3. St. Louis Archdiocesan Secondary Schools, St. Louis MO (NACST)
4. Monsignor Donovan HS, Tom's River NJ (AFT)
5. Mater Dei HS, New Monmouth NJ (AFT)
6. Holy Cross HS, Delran NJ (NACST)
7. Camden Diocese Secondary Schools, Camden NJ (NACST)
8. Christian Brothers Academy, Syracuse NY (AFT)
9. Christian Brothers Academy, Albany NY (AFT)
10. Cantalician Center for Learning, NY (AFT)
11. Lasalle Institute, Troy NY (AFT)
12. St. Dominic's Home, Blauvelt NY (AFT)
13. Maria Regina HS, Hartsdale NY (LIUNA)
14. Archbishop Stepinac HS, White Plains NY (LIUNA)
15. Cardinal Hayes HS, Bronx NY (LIUNA)
16. Cathedral HS, Manhattan NY (LIUNA)
17. Moore Catholic HS, Staten Island NY (LIUNA)
18. Cardinal Spellman HS, Bronx NY (LIUNA)
19. Brooklyn Diocese Secondary Schools, Brooklyn NY (LIUNA)
20. Buffalo Diocese Elementary Schools, Buffalo NY (NACST)
21. Buffalo Diocese Secondary Schools, Buffalo NY (NACST)
22. New York Archdiocesan Schools, New York, NY (OPEIU)
23. Diocese of Columbus Catholic Schools, Columbus OH (NACST)
24. Diocese of Youngstown Catholic Schools, Youngstown OH (NACST)
25. School at McGuire Memorial, New Brighton PA (IBT)
26. Philadelphia Archdiocese Secondary Schools, Philadelphia PA (NACST)
27. Althoff Catholic High School (Food Service*), Belleville IL (UNITEHERE)

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.

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

1. Catholic Community Services Inc., Juneau, AK (IBT)
2. Catholic Cemeteries, Diocese of Oakland, Oakland CA (SEIU)
3. Catholic Cemeteries, Archdiocese of San Francisco, San Francisco CA (SEIU)
4. Catholic News Service, Washington DC (TNG-CWA)
5. Archdiocese of Chicago (Drivers), Chicago IL (IBT)
6. Michigan Catholic, Detroit MI (TNG-CWA)
7. St. Louis Review, St. Louis MO (TNG-CWA)
8. Catholic Cemeteries, Diocese of Duluth, Duluth MN (IBT)
9. Catholic Charities Neighborhood Services, Brooklyn NY (AFSCME)
10. Mission of the Immaculate Virgin (Maintenance), Staten Island, NY (IBT)
11. Catholic Universe Bulletin, Cleveland OH (TNG-CWA)
12. Catholic Community Services of Washington, Seattle, WA (SEIU)
13. Basilica of the National Shrine of the Immaculate Conception (Food Service*), Washington DC (UNITEHERE)