

The CATHOLIC LABOR
NETWORK

The **Catholic**



Labor Network

Gaudium et Spes Labor Report, 2019
Catholic Institutions with Employee Unions

***Gaudium et Spes* Labor Report, 2019** **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.”

— *Gaudium et Spes*, 1965

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.

US CATHOLIC BISHOPS, 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 teach in deed as well as in word.

The CLN is pleased to report that there are more than 600 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 more than 200 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@catholiclabor.org 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)
2. Providence Alaska Medical Center, Anchorage, AK (Alaska Nurses Association)

Diocese of Juneau

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

Arkansas

Archdiocese of Little Rock

1. CHI St. Vincent, Little Rock, AR (OPEIU 22)

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 121RN, SEIU UHW)
7. Providence Tarzana Medical Center (Providence), Tarzana CA (SEIU 121RN, SEIU USWW, NUHW)
8. Providence Little Company of Mary, San Pedro (NNU CNA)

Archdiocese of San Francisco

1. Saint Mary Medical Center, (Common Spirit) San Francisco CA (NNU CNA, SEIU UHW)
2. Saint Francis Memorial Hospital (Common Spirit) San Francisco, CA (NNU CNA, 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, AFSCME)

Diocese of Monterey

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

Diocese of Sacramento

1. Mercy General Hospital (Dignity/CHW), Sacramento CA (NNU CNA, 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)

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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 CNA, NUHW)
5. Saint Joseph's Redwood Memorial Hospital, Fortuna, CA (NNU CNA)

Diocese of Stockton

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

Colorado

Archdiocese of Denver

1. Mt. San Rafael Hospital, Denver (UMW D 22)

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)
3. Mount Sinai Rehabilitation Hospital, Hartford, CT (SEIU 1199NE)

Diocese of Bridgeport

1. Genesis St. Camillus Center Trumbull, CT (SEIU 1199NE)
2. St. John Paul II Center, Danbury, CT (SEIU 1199NE)
3. St. Joseph's Center Trumbull, CT (SEIU 1199NE)

District of Columbia

Archdiocese of Washington DC

1. Georgetown University Hospital (MedStar), Washington DC (SEIU 1199)
2. Providence Hospital, Washington DC (NNU, IBT 639, AFSCME 1199DC)

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, IUOE 399)
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)
4. Warren Barr-St. Agnes (IBT)
5. St. Mary of Nazareth, Chicago IL (IUOE 399)
6. Resurrection Medical Center Chicago, IL (IUOE 399)
7. Loyola University Medical Center Maywood, IL (IUOE 399, SEIU 1, IBEW 134)
8. Holy Family Medical Center Des Plaines, IL (IUOE 399)

Diocese of Joliet

1. Joliet Presence St. Joseph Medical Center Joliet, IL (Illinois Nurses Association, IUOE 399)

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 (MNA, SEIU 1199)
2. Good Samaritan Medical Center (Caritas/Steward), Brockton MA (MNA, SEIU 1199)
3. Holy Family Hospital (Caritas/Steward), Methuen MA (MNA, SEIU 1199)
4. Merrimack Valley Hospital (Caritas/Steward), Haverhill MA (MNA, SEIU 1199)
5. Norwood Hospital (Caritas/Steward), Norwood MA (MNA, SEIU 1199)
6. St. Elizabeth's Hospital (Caritas/Steward), Brighton MA (MNA, SEIU 1199, IUOE 877)
7. St. Vincent Hospital, Worcester, MA (MNA, UFCW 1445, IBT 170)
8. Holy Family Methuen, MA (MNA)
9. Steward Norwood, Norwood, MA (MNA)

Diocese of Springfield

1. Mercy Medical Center (Sisters of Providence), Springfield MA (MNA)
2. Providence Hospital (Sisters of Providence), Holyoke MA (MNA, UAW 2322)
3. Providence Behavioral Health Springfield, MA (UAW 2322)

Diocese of Fall River

1. St. Anne's Hospital (Steward Health Care System), Fall River, MA (SEIU 1199)

Michigan

Archdiocese of Detroit

1. St. James Nursing Center, Detroit MI (IBT 614)
2. St. John Health System (IUOE 547, OPEIU 459)
3. Ascension Macomb-Oakland Hospital, Warren, MI (OPEIU 459)
4. St. Anthony Healthcare Center Warren, MI (UAW 889)
5. St. John Macomb Warren, MI (IUOE 547)
6. Trinity Senior Living Community, Livonia, MI (AFSCME)
7. St. Mary Mercy Hospital Livonia, MI (IUOE 547)
8. Mercy Memorial Nursing Center Monroe, MI (UAW 174)
9. Ascension Macomb-Oakland/Touchpoint Compass, Warren, MI (OPEIU 459)
10. St. Joseph Mercy Oakland Hospital Pontiac, MI (AFSCME)
11. Saint Mary's Saint Clair Shore, MI (SEIU HCMI)
12. Crittenden Hospital Medical Center, Rochester, MI (SEIU HCMI)

Diocese of Grand Rapids

1. Mercy General Health Partners – Hackley Campus (Trinity Health), Muskegon MI (MUHW/IAM, SEIU HCMI)
2. Mercy General Health Partners – Mercy Campus (Trinity Health), Muskegon MI (SEIU Healthcare MI, (SEIU NAGE)

Diocese of Kalamazoo

1. Borgess Medical Center (Ascension), Kalamazoo MI (NNU MNA, SEIU Healthcare MI, IUOE 547)

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)
5. St. Vincent Home for Children, Lansing, MI (OPEIU 459)

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 (HealthEast Care System), St. Paul MN (NNU MNA, SEIU Healthcare MN, IUOE 70) St. Anthony Park Care Center St. Paul, MN (UFCW 1189)
3. CHI St. John's Hospital (NNU MNA)

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 (NNU MNA, IUOE 70)
4. St Eiegius, Duluth MN (SEIU Healthcare MN, Unite Here 150)
5. St. Joseph's Medical Center (Benedictine Sisters of Duluth/Essentia), Brainerd MN (NNU MNA, SEIU Healthcare MN)
6. St. Luke's Home Healthcare Duluth, MN (AFSCME)
7. St. Mary's Duluth Clinic (IUOE 70)
8. St. Luke's Hospital (NNU MNA, IUOE 70)
9. Franciscan Health Center (UFCW 1189)
10. Augustana Mercy Care Moose Lake, MN (AFSCME)
11. Heritage Manor (Franciscan Health Services), Chisholm, MN (UFCW 1189)
12. Viewcrest Health Center (Franciscan Health Services), Duluth, MN (UFCW 1189)

Diocese of Winona

1. St Elizabeth's, Wabasha MN (MNA SEIU)
2. St. Anne's of Winona (UFCW 1189)
3. Comfortcare Good Samaritan, Austin MN (PACE 7-0578)
4. Immanuel St. Joseph, Mankato, MN (IUEO 70)

Diocese of New Ulm

Avera Marshall Regional Medical Center,
Marshall MN (NNU MNA)

1. 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)
2. Prairie Community Services (Franciscan Health Services, Morris, MN (UFCW 1189)

Missouri

Archdiocese of St. Louis

1. St. Louis University Hospital (NNU, SEIU Healthcare Illinois, Indiana, Missouri) IUOE represents the Aramark contractor

Diocese of Kansas City

1. St. Joseph Health Center, Kansas City, MO (IUOE 101-S)

Montana

Diocese of Helena

1. St. James Community Hospital (Sisters of Charity of Leavenworth Health System), Butte MT (IBT 2, UNITEHERE, AFT Montana Nurses Association)
2. Providence St. Patrick Hospital, Missoula, MT (AFT MNA)

Diocese of Great Falls Billings

1. Holy Rosary Healthcare, Miles City, MT (AFT MNA)

Nevada

Diocese of Las Vegas

1. St. Rose Dominican Hospitals – Siena Campus (Dignity/CHW), Henderson NV (NNU California Nurses Association, SEIU 11077, IUOE 501)
2. St. Rose Dominican Hospitals – Rose de Lima Campus (Dignity/CHW), Henderson NV (NNU CNA, SEIU 1107)
3. Saint Rose Dominican Hospitals, Nevada -- San Martin Campus Las Vegas NV (NNU, SEIU 1107)
4. Saint Mary's Regional Medical Center Reno, NV (CWA 9413)

New Jersey

Archdiocese of Newark

1. St. Michael's Medical Center (Catholic Healthcare East), Newark NJ (IUOE JNESO, SEIU 1199, AFSCME 1199J, IUOE 68, SEIU CIR)
2. Providence Nursing Home, Hackensack, NJ (IBT 97)
3. St. Mary's Hospital Passaic, NJ (IUOE 68)
4. St. James Hospital (IUOE JNESO)
5. St. Joseph Home for the Blind, Jersey City, NJ (AFSCME 1199)
6. Holy Name Hospital Teaneck, NJ (IUOE 68)
7. St. Barnabas Medical Center Livingston, NJ (CWA 1091 NJNU, SEIU CIR, AFSCME 1199J, IUOE (contractor Healthcare Facilities Management))
8. Barnabas Behavioral Health (CWA 1091 NJNU)

Diocese of Camden

1. Our Lady of Lourdes Medical Center, Camden, NJ (IBT 929)
2. Bishop McCarthy Residence, Vineland NJ (IUOE JNESO, UFCW 152)
3. Cardinal Health Swedesboro, NJ (IBT 500)
4. Our Lady's Residence, Pleasantville, NJ (UFCW 152)
5. St. Mary's Catholic Home/Manor Cherry Hill, NJ (UFCW 152)

Diocese of Trenton

1. Providence Nursing & Rehabilitation Center, Trenton, NJ (IBT 35)
2. St. Lawrence Rehabilitation Center, Lawrenceville, NJ (SEIU UHE)

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, IUOE 30)

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7. Terence Cardinal Cooke Center (Archcare), New York NY (NYSNA, SEIU 1199)
 8. St. Charles Hospital, New York, NY (IAM)
 9. San Souci Nursing and Rehabilitation Center, Yonkers, NY (ILA)
 10. Mercy Medical – Rockville Center New York, NY (IUOE 30)
 11. Our Lady of Mercy Bronx, NY (IUOE 30)
 12. St. Luke’s Hospital (NYSNA, IUOE 30)
 13. Providence Rest Nursing Home, Bronx, NY (SEIU)
 14. Saint John’s Riverside Hospital Yonkers, NY (NYSNA)
 15. St. Joseph’s Medical Center, Yonkers, NY (NYSNA, SEIU 1199)

6. Macauley Residence, Buffalo NY (SEIU 1199)
7. St. Francis Home Buffalo, NY (SEIU)
8. Sisters of Charity Hospital – St. Joseph Campus, Cheektowaga, NY (SEIU 1199, CWA 1168)

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, IAM 434)
2. St. Catherine of Siena Hospital, Smithtown NY (NYSNA, AFT)
3. St. Joseph Bethpage, Rockville Centre NY (NYSNA, SEIU 1199)
4. Mercy Medical Center, Rockville Centre, NY (SEIU 1199)

Diocese of Syracuse

1. St Luke Health Services Long term care, Oswego NY (SEIU 1199)
2. Lourdes Hospital, Binghamton, NY (SEIU 200U, contracted janitorial)
3. Saint Elizabeth Medical Center Utica, NY (NYSNA, UFCW 1)

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)
5. Saint Joachim and Anne Residence, Brooklyn, NY (SEIU)
6. Holy Family Bensonhurst Center for Rehabilitation, Brooklyn, NY (SEIU)

Diocese of Buffalo

1. Mercy Hospital, Buffalo, NY (CWA 1133, IUOE)
2. Sisters of Charity Hospital, St Joseph Campus (CWA 1168, SEIU 1199)
3. Kenmore Mercy Hospital (CWA 1133, UFCW 1)
4. Mount St. Mary’s Hospital and Health Center, Lewiston NY (SEIU 1199)
5. St Catherine Laboure Health Care Center, Buffalo NY (SEIU 1199)

North Dakota

Diocese of Bismarck

1. St. Alexius, Bismarck, ND (NNU Minnesota Nurses Association)

Ohio

Archdiocese of Cincinnati

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

Diocese of Cleveland

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

Diocese of Toledo

1. Mercy Health St. Vincent Medical Center (Mercy/CHP), Toledo OH (UAW 2213 and 12)
2. Mercy Health Cancer Center at St. Anne Hospital, (Mercy/CHP), Toledo OH (UAW)

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 (AFT Oregon Nurses Association)
2. PeaceHealth Peace Harbor Medical Center, Florence OR (ONA, SEIU 49)
3. PeaceHealth Sacred Heart, Eugene OR (AFT 5017, AFT 6552, AFT ONA, SEIU 49)
4. PeaceHealth Sacred Heart, Springfield OR (AFT 5017, AFT 6552, AFT ONA, SEIU 49)
5. Peace Health Sacred Heart Home Health and Hospice, Eugene OR (AFT 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, SEIU 49)
10. Providence Newberg Medical Center, Newberg OR (ONA)
11. Providence Portland Medical Center, Portland OR (ONA, SEIU 49, IUOE 701)
Providence Seaside Hospital, Seaside OR (ONA)
12. Providence St. Vincent Medical Center, Portland OR (ONA, IUOE 701)
13. Providence Willamette Falls Medical Center, Oregon City OR (AFT ONA)
14. Legacy Emanuel Hospital Portland, OR (IUOE 701)
15. PeaceHealth Southwest Medical Center Gladstone, OR (IUOE 701)
16. Providence St. Joseph Care Center, Portland, OR (SEIU)
17. Providence Centralia Hospital, Portland, OR (SEIU)
18. Providence Hood River (AFT ONA)
19. ProvRN Advice Line (AFT ONA)

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20. CHI St. Anthony Hospital, Pendleton, OR (AFT ONA)
 21. Saint Alphonsus Medical Center Baker City, OR (AFT ONA)
 22. Saint Alphonsus Medical Center Ontario, OR (AFT ONA)

Diocese of Baker

1. Providence Hood River Memorial Hospital, Hood River OR (ONA, IUOE 701)
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)
2. Tenet St. Christopher's Hospital for Children (IBEW, AFSCME 1199)
3. St. Francis Center for Rehabilitation (AFSCME 1199)
4. St. Ignatius Nursing Home (AFSCME 1199)
5. St. Monica Center for Rehabilitation (AFSCME 1199)

Diocese of Pittsburgh

1. Mercy Hospital, Pittsburgh PA (IUOE 95)

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, 775)
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 (AFT 5017, WSNA, SEIU 49, IBT, IUOE 701)
6. PeaceHealth St. Joseph Hospital (PeaceHealth), Bellingham WA (SEIU 1199NW, WSNA)
7. Providence Everett Medical Center (UFCW 21, OPEIU 8)
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, IUOE 286, UFCW 21) Franciscan Health System, Tacoma, WA (IUOE 286)
12. Providence Mount St. Vincent Seattle, Olympia (IUOE 286, SEIU 775)
13. Providence Mother Joseph Care Center, Olympia, WA (SEIU 775)
14. Franciscan Rehabilitation Hospital (SEIU 1199NW, WSNA)
15. PeaceHealth United General Medical Center (WSNA)
16. Franciscan Rehabilitation Hospital (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, UFCW 21)
4. Providence Sacred Heart Medical Center, Spokane WA (WSNA, IUOE 280, UFCW 21)
5. Providence Sound Home Care and Hospice, Olympia WA (SEIU 1199NW)
6. Providence VNA Home Health, Spokane WA (WSNA)
7. Providence St Joseph Hospital, Chewelah WA (SEIU 1199NW)
8. Providence St. Joseph Care Center (SEIU 775)

Wisconsin

Archdiocese of Milwaukee

1. St. Francis Hospital (Ascension), Milwaukee WI (WFNHP AFT 5000)
2. Janesville Medical Center – Mercy Clinic East (UAW 95 Unit 12)
3. Wheaton Franciscan Hospital – St. Francis, Milwaukee, WI (IFPTE)

Diocese of Green Bay

1. Aspirus Langlade Hospital, Antigo, WI (WFNHP AFT 5000)

Diocese of Superior

1. Aspirus Riverview Hospital, Wisconsin Rapids, WI (OPEIU 39)
2. Essentia St. Mary's Superior, WI (NNU Minnesota Nurses Association)

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.

Ethical and Religious Directives for Catholic Health Care Services, Fifth Ed. (2009)

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 more than 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.

California

Archdiocese of San Francisco

AFT 2240

1. Marin Catholic HS, Kentfield CA
2. Sacred Heart Cathedral HS, San Francisco CA
3. Archbishop Riordan HS, San Francisco CA
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. Mary's 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 of Good Counsel,
Staten Island NY
6. Our Lady of Mt. Carmel/St. Benedicta,
Staten Island NY
7. Our Lady Queen of Peace,
Staten Island NY
8. Our Lady Star of the Sea,
Staten Island NY
9. Sacred Heart, Staten Island NY
10. St. Adalbert, Staten Island NY
11. St. Ann, Staten Island NY

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12. St. Charles, Staten Island NY
 13. St. Christopher, Staten Island NY
 14. St. Clare, Staten Island NY
 15. St. Joseph - St. Thomas,
Staten Island NY
 16. St. Joseph by-the-Sea HS,
Staten Island NY
 17. St. Patrick, Staten Island NY
 18. St. Peter's Boys HS, Staten Island NY
 19. St. Peter-St. Paul, Staten Island NY
 20. St. Rita, Staten Island NY
 21. St. Teresa, Staten Island NY
 22. Dominican Academy HS, New York NY
 23. Epiphany, New York NY
 24. Guardian Angel, New York NY
 25. Immaculate Conception, New York NY
 26. LaSalle Academy HS, New York NY
 27. Notre Dame, New York NY
 28. Our Lady of Pompeii, New York NY
 29. St. Ignatius Loyola, New York NY
 30. St. Jean Baptiste HS, New York NY
 31. St. Joseph--Yorkville, New York NY
 32. St. Stephen of Hungary, New York NY
 33. St. Vincent Ferrer HS, New York NY
 34. Transfiguration, New York NY
 35. Ascension, New York NY
 36. Blessed Sacrament, New York NY
 37. Corpus Christi, New York NY
 38. Good Shepherd, New York NY
 39. Incarnation, New York NY
 40. Mount Carmel/Holy Rosary, New York NY
 41. Our Lady of Lourdes, New York NY
 42. Our Lady Queen of Angels, New York NY
 43. Our Lady Queen of Martyrs, New York NY
 44. St. Ann, New York NY
 45. St. Charles Borromeo, New York NY
 46. St. Elizabeth, New York NY
 47. St. Mark the Evangelist, New York NY
 48. St. Paul, New York NY
 49. Holy Cross, Bronx NY
 50. Holy Family, Bronx NY
 51. Immaculate Conception, Bronx NY
 52. Monsignor Scanlan HS, Bronx NY
 53. Our Lady of the Assumption, Bronx NY
 54. St. Anselm, Bronx NY
 55. St. Athanasius, Bronx NY
 56. St. Benedict, Bronx NY
 57. St. Frances de Chantal, Bronx NY
 58. St. John Chrysostom, Bronx NY
 59. St. Luke, Bronx NY
 60. St. Theresa, Bronx NY
 61. St. Thomas Aquinas, Bronx NY
 62. Christ The King, Bronx NY
 63. Our Lady of Mt. Carmel, Bronx NY
 64. Our Lady of Refuge, Bronx NY
 65. Sacred Heart, Bronx NY
 66. St. Angela Merici, Bronx NY
 67. St. Brendan, Bronx NY
 68. St. Gabriel, Bronx NY
 69. St. John, Bronx NY
 70. St. Margaret Mary, Bronx NY
 71. St. Margaret of Cortona, Bronx NY
 72. St. Philip Neri, Bronx NY
 73. St. Simon Stock, Bronx NY
 74. Holy Rosary, Bronx NY
 75. Immaculate Conception, Bronx NY
 76. Nativity of Our Blessed Lady, Bronx NY
 77. Our Lady of Grace, Bronx NY
 78. Santa Maria, Bronx NY
 79. St. Barnabas, Bronx NY
 80. St. Barnabas HS, Bronx NY
 81. St. Clare of Assisi, Bronx NY
 82. St. Francis of Assisi, Bronx NY
 83. St. Francis Xavier, Bronx NY
 84. St. Helena, Bronx NY
 85. St. Lucy, Bronx NY
 86. St. Raymond, Bronx NY
 87. St. Raymond Academy for Girls,
Bronx NY
 88. St. Raymond High School for Boys,
Bronx NY
 89. Sts. Philip and James, Bronx NY
 90. Annunciation, Crestwood NY
 91. Holy Name of Jesus, New Rochelle NY
 92. Immaculate Conception, Tuckahoe NY
 93. Our Lady of Perpetual Help, Pelham
Manor NY
 94. Our Lady of Victory, Mt. Vernon NY
 95. Sacred Heart, Yonkers NY
 96. Sacred Heart HS, Yonkers NY
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97. St. Ann, Yonkers NY
 98. St. Anthony, Yonkers NY
 99. St. Eugene, Yonkers NY
 100. St. John the Baptist, Yonkers NY
 101. St. Joseph, Bronxville NY
 102. St. Paul the Apostle, Yonkers NY
 103. St. Peter, Yonkers NY
 104. The John Cardinal O'Connor School,
Irvington-on-Hudson NY
 105. Corpus Christi/Holy Rosary,
Port Chester NY
 106. Immaculate Heart of Mary, Scarsdale NY
 107. Our Lady of Mt. Carmel, Elmsford NY
 108. Our Lady of Sorrows, White Plains NY
 109. Resurrection, Rye NY
 110. Sacred Heart, Hartsdale NY
 111. St. Augustine, Ossining NY
 112. St. Columbanus, Cortlandt Manor NY
 113. St. Elizabeth Ann Seton, Shrub Oak NY
 114. St. Patrick, Bedford NY
 115. St. Patrick, Yorktown Heights NY
 116. Sts. John & Paul, Larchmont NY
 117. Transfiguration, Tarrytown NY
 118. Most Precious Blood, Walden NY
 119. Our Lady of Mount Carmel,
Middletown NY
 120. Sacred Heart, Suffern NY
 121. Sacred Heart, Monroe NY
 122. Sacred Heart/St. Francis, Newburgh NY
 123. St. Anthony, Nanuet NY
 124. St. Gregory Barbarigo, Garnerville NY
 125. John S. Burke HS, Goshen NY
 126. St. John, Goshen NY
 127. St. Margaret, Pearl River NY
 128. St. Paul, Valley Cottage NY
 129. St. Stephen/St. Edward, Warwick NY
 130. Holy Trinity, Poughkeepsie NY
 131. Kingston Catholic, Kingston NY
 132. St. Denis/St. Columba, Hopewell Jct NY
 133. St. James the Apostle, Carmel NY
 134. St. Martin de Porres, Poughkeepsie NY
 135. St. Mary, Fishkill NY
 136. St. Peter, Poughkeepsie 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

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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

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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

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

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

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 4269
- Food Service, UNITE HERE 2

Archdiocese of Los Angeles

Loyola Marymount University, Los Angeles CA

- Food Service, UNITE HERE 11

Diocese of Oakland

St. Mary's College of California, Moraga CA

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

Diocese of Sacramento

Notre Dame de Namur, Belmont CA

- Non-Tenured Faculty, SEIU 1021
- Food Service, UNITEHERE 2850
- Maintenance and Stationary Engineers, IUOE 39
- Administrative Staff, OPEIU 29

Colorado

Archdiocese of Denver

Regis University, Denver CO

- Food Service, UNITE HERE 23

Connecticut

Diocese of Bridgeport

Fairfield University, Fairfield CT

- Food Service, UNITE HERE 217
- Faculty, AAUP

District of Columbia

Archdiocese of Washington

Catholic University of America, Washington DC

- Food Service, UNITE HERE 23
- Police, independent union

Georgetown University, Washington DC

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

Trinity Washington University, Washington DC

- Adjunct Faculty, SEIU 500
- Food Service, UNITE HERE 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 1

DePaul University, Chicago IL

- Food Service, UNITE HERE 1

Loyola University Chicago*

- Adjunct Faculty, SEIU 73
- Food Service, UNITE HERE 1
- IUOE 399

St. Xavier University*

- Tenured Faculty, Independent Union
- Stationary Engineers, IUOE 399

Indiana

Archdiocese of Indianapolis

Marian University, Indianapolis IN

- Operations/Food Service, UNITE HERE 23

Massachusetts

Archdiocese of Boston

Laboure College, Milton MA

- Faculty, NEA-Massachusetts Teachers' Association

Boston College

- Maintenance and custodial, SEIU 32BJ

Stonehill College

- Maintenance, Security, SEIU 32BJ

Merrimack College

- Facilities, IBT 653

Michigan

Archdiocese of Detroit

University of Detroit, Mercy

- Faculty, NEA/Michigan Education Association
- Food Service, UNITE HERE 24
- Trades and Maintenance, IUOE 324

Minnesota

Archdiocese of St. Paul and Minneapolis

University of St. Thomas, St. Paul MN

- Trades/Maintenance, IBT 120
- Engineers, IUOE 70

College of St. Benedict St. Joseph MN

- Engineers, IUOE 49

St. Catharine University St. Paul, MN

- Engineers and Maintenance, IUOE 70

Academy of Holy Angels Richfield, MN

- Maintenance, IUOE 70

Diocese of Duluth

College of St. Scholastica

- Maintenance and Engineers, IUOE 70

Missouri

Archdiocese of St. Louis

St. Louis University, St. Louis MO

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

New Jersey

Archdiocese of Newark

Felician University, Lodi NJ

- Food Service, UNITE HERE 100

St. Peter's University, Jersey City NJ

- Food Service, UNITE HERE 100

Seton Hall University, South Orange NJ

- Staff, OPEIU 153

New York

Diocese of Albany

College of St. Rose Albany, NY

- Non-tenure track faculty, SEIU 200U

Archdiocese of New York

College of Mount Saint Vincent, NY

- Food Service, UNITE HERE 100

Dominican College, Blauvelt NY

- Food Service, UNITEHERE 100

Fordham University

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

Manhattan College, New York NY*

- Food Service, UNITE HERE 100

Marymount Manhattan College, New York NY

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

Mercy College Dobbs Ferry NY

- Technical, Office, and Professionals, UAW 2110

Diocese of Brooklyn

St. Francis College, Brooklyn NY

- Adjunct Faculty, AFT 7965

St. John's University, Queens NY

- Faculty, AAUP
- Food Service, UNITE HERE 100

Diocese of Buffalo

D'Youville College, Buffalo NY

- Faculty, AAUP
- Maintenance, SEIU 200U

Canisius College - Buffalo, NY

- Maintenance, SEIU 200U

Diocese of Rockville Centre

Molloy College, Rockville Center NY

- Food Service, UNITE HERE 100

Diocese of Syracuse

LeMoyne College, Syracuse NY

- Adjunct Faculty, AFT 7967
- Custodians, SEIU 200U

Pennsylvania

Diocese of Pittsburgh

Duquesne University, Pittsburgh PA*

- Police, IBT 249
- Trades, engineers IUOE 95
- Food Service, Maintenance SEIU 32BJ
- Security Guards, SPFPA 502

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 23

Vermont

Diocese of Burlington

St. Michaels College, Colchester VT

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

Washington

Archdiocese of Seattle

Seattle University, Seattle WA*

- Food Service, UNITE HERE 8

Wisconsin

Archdiocese of Milwaukee

Marquette University Milwaukee, WI

- Janitors and Food Service, SEIU 1

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:

Alaska

Diocese of Juneau

1. Catholic Community Services Inc., Juneau AK (IBT 959)

California

Archdiocese of San Francisco

1. Catholic Cemeteries, Archdiocese of San Francisco, San Francisco CA (SEIU)
2. St. Vincent de Paul Society (OPEIU 3 and 29)
3. Catholic Charities San Francisco, CA (SEIU 1021)

Archdiocese of Los Angeles

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

Diocese of Oakland

1. Catholic Cemeteries, Diocese of Oakland, Oakland CA (SEIU USWW)

Diocese of Sacramento

1. Catholic Cemeteries, Sacramento, CA (SEIU USWW)

District of Columbia

Archdiocese of Washington DC

1. Catholic News Service, Washington DC (TNG-CWA)
2. Basilica of the National Shrine of the Immaculate Conception (Food Service), Washington DC (UNITEHERE)
3. Catholic Charities of the Archdiocese of Washington, DC (CWA)

Illinois

Archdiocese of Chicago

1. Archdiocese of Chicago (Drivers), Chicago IL (IBT)
2. Maryville Academy, Des Plaines IL (AFSCME 31)
3. Catholic Cemeteries (SEIU 1)

Diocese of Joliet

1. St. Coletta's of Illinois, Tinley Park IL (AFSCME 31)
2. Good Shepherd Manor, Grant Park IL (AFSCME 31)
3. Catholic Charities Head Start (SEIU 73)

Diocese of Belleville

1. Catholic Social Services Belleville, IL (IBT)

Massachusetts

Archdiocese of Boston

1. Catholic Cemetery Association (LiUNA 1285)

Michigan

Archdiocese of Detroit

1. Michigan Catholic, Detroit MI (TNG-CWA)

Missouri

Archdiocese of St. Louis

1. St. Louis Review, St. Louis MO (TNG-CWA)
2. Catholic Cemeteries of St. Louis (SEIU 1)

Minnesota

Diocese of Duluth

1. Catholic Cemeteries, Diocese of Duluth, Duluth MN (IBT)
2. Catholic Charities of St. Paul and Minneapolis (AFSCME)
3. St. Joseph's Home for Children Minneapolis, MN (AFSCME 3481)
4. Catholic Cemeteries Mendota Heights, MN (IUOE 10)
5. Catholic Cemeteries St. Paul, MN (IUOE 49)

New Jersey

Diocese of Camden

1. Catholic Cemeteries, Camden, NJ (IBT 18)

New York

Archdiocese of New York

1. Mission of the Immaculate Virgin (Maintenance), Staten Island, NY (IBT 5)

Diocese of Brooklyn

1. Catholic Charities Neighborhood Services, Brooklyn NY (AFSCME 17, UFCW 38)

Diocese of Rochester

1. Holy Sepulcher Cemetery Rochester, NY (SEIU 200U)

Diocese of Buffalo

1. Mount Calvary Cemetery Cheektowaga, NY (SEIU 200U)
2. Diocesan Cemeteries of Buffalo (SEIU 200U)
3. St. Adalbert's Cemetery, Lancaster, NY (SEIU 200U)

Diocese of Syracuse

1. St. Peter's Cemetery Oswego, NY (SEIU 200U)

Ohio

Diocese of Cleveland

1. Catholic Universe Bulletin, Cleveland OH (TNG-CWA)
2. Catholic Charities Head Start, Cleveland, OH (SEIU 1199)

Diocese of Toledo

1. Catholic Cemeteries, (SEIU 1)

Oregon

Archdiocese of Portland

1. Oregon Catholic Press, Portland, OR (OPEIU 11)
2. Hourly Staff (OPEIU 11)

Washington

Archdiocese of Seattle

1. Catholic Community Services of Washington, Seattle, WA (SEIU 775)
2. Catholic Cemeteries (IUOE 302)

Wisconsin

Archdiocese of Milwaukee

1. Catholic Cemeteries (LiUNA 150)

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)

NOTES

The **Catholic**



Labor Network

Annual Report 2019

Catholic Labor Network

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