

STATUTES OF THE Catholic Labor Network

Revised July 12, 2022

TITLE I NAME AND PURPOSE

Article 1

The name of the organization shall be the Catholic Labor Network (CLN).

Article 2

Its registered office has been established in the District of Columbia, at Georgetown University.

The social registered office of the association might be transferred all over the United States on a simple decision of the Executive Board.

OBJECT AND ACTIVITIES

OBJECT

Article 3

3.1 The Catholic Labor Network (CLN) is a Catholic association of the faithful organized by Catholic working men and women, clergy, religious and men and women of good will in the United States of America in order to promote awareness and provide ongoing education.

CLN will organize social and apostolic action with a view to improving the living conditions of working men and women on a social, economic and cultural level and contribute towards the achievement of a fair and sustainable world.

CLN adheres to the teaching of the Catholic Church and will take principled positions on contemporary worker struggles informed by Catholic Social Teaching in accord with canon 301 §1 of the 1983 Code of Canon Law.

3.2 The CLN is directed at all working men and women, with or without employment, regardless of race, culture, religious beliefs or convictions, with a main concern for the victims of social exclusion.

The CLN encourages education through action and the see-judge-act method, practised on the basis of its own spirituality. It is in this way that the CLN hopes to spread and put into practice the message of the Gospel and Catholic Social Teaching as it relates to work.

The CLN is neither a union nor a political party, but part of the social and apostolic mission of the Catholic Church in accord with Canon 298 §1. The CLN

encourages personal involvement in unions, institutions of higher learning, ecclesiastical bodies and other associations promoting Catholic Social Teaching as it applies to work, as well as the efforts of workers to organize into unions or associations. It can participate in joint and collective action with other organizations that promote similar goals.

3.3 The message of the Gospel is the source of CLN's inspiration and the foundation on which its choices are made, and the Catholic Social Teachings as found in the Catechism of the Catholic Church and its magisterial teachings are an important criterion for judging situations and taking appropriate action.

The CLN shares "the joys and hopes, the sadness and anguish" of the workers and seeks to promote "a Church at the world's service" in the working environment and among the socially excluded.

ACTIVITIES

3.6 To achieve its aims, the CLN seeks:

- a) To promote and spread the Gospel teachings and Catholic Social Teachings as they relate to work.
- b) To encourage the reflection on, the writing on and the teaching of Catholic Social Teaching as it relates to work in our contemporary society.
- c) To organize meetings, exchanges of information, documentation and seminars; to promote ideas, the analysis and study of workers' problems and Catholic Social Teaching as it applies to work.
- d) To show solidarity with workers during times of organizing, strikes and contract negotiations.
- e) To offer prayers and spiritual solace daily on behalf of working men and women.
- f) To promote the cause of Sainthood for Catholics who led exemplary lives of faith with emphasis on work and workers, such as, Venerable Pierre Toussaint, Servant of God Dorothy Day, and Blessed Nikolaus Gross.
- g) To organize and support liturgies and events on the Feast of St. Joseph the Worker and on Labor Day, as well as Masses for the Blessing of Human Labor at other times.
- h) To promote the study of the annual Labor Day Statement issued by the United States Conference of Catholic Bishops.

3.7 To communicate among its members news of organizing campaigns, worker struggles, and governmental efforts that effect workers.

3.8 To effect a spiritual bond between members through intercessory prayers, attendance at Mass, and ascetical practices.

TITLE II

THE MEMBERS

Article 4

The CLN is composed of three categories of membership: Full Members, Affiliate Members and Association Members.

The number of members is unlimited.

Article 5

1) Full Members:

- a) Are Catholics
- b) Pay annual dues established at the General Membership Meeting
- c) Have voice and vote at General Membership Meetings
- d) Vote for members of the Executive Board
- e) May be a candidate for the Executive Board
- f) Receive all general mailings of the Catholic Labor Network

2) Affiliate Members:

- a) Are men and women of good will who wish to support the mission of the Catholic Labor Network, may be considered for membership under provision of the Executive Board.
- b) Pay annual dues established at the General Membership Meeting
- c) Have voice during General Assemblies, but are not eligible to vote or serve as officers
- d) Receive all general mailings of the Catholic Labor Network

3) Association Members:

- a) Are associations that wish to support the mission of the Catholic Labor Network, may be considered for membership under provision of the Executive Board.
- b) Pay annual dues established at the General Membership Meeting
- c) May send representatives to Catholic Labor Network General Assemblies, and have voice during such assemblies
- d) Receive all general mailings of the Catholic Labor Network

The Executive Board will consider the application of new members and will decide for or against the admission of new members, who will then be enrolled on to the membership list by the Recording Secretary.

All members may participate in the General Membership Meeting and in the life of CLN according to their membership level.

Full Members may put forward proposals on the content of work, decide on amendments to the statutes, elect candidates and have full voting rights.

A member who does not participate in the development and activities of the CLN and/or does not pay his/her membership dues shall lose his/her status as a member.

TITLE III

GENERAL MEMBERSHIP MEETINGS

Article 6

The General Membership Meeting is the supreme governing body of the CLN.

The Ordinary General Membership Meeting shall be convened by the President annually and shall be held in the place indicated in the notice convening the meeting. The said notice shall be sent by mail, fax, electronic mail, or any other means of communication ninety (90) days before the date fixed for the General Membership Meeting and shall contain the agenda for the meeting.

Members must send their proposals for the agenda to the President forty-five days (45) days before the General Membership Meeting.

For the General Membership Meeting to be able to deliberate validly a quorum of twenty (20) members must be present. Decisions shall be taken on the basis of an absolute majority of votes cast (abstentions are not considered as a vote cast).

In the event that there is not a quorum as defined above, an Extraordinary General Membership Meeting may be convened by the President, fifteen minutes later, and deliberate on the agenda, irrespective of the number of members present.

An Extraordinary General Membership Meeting may be called by a majority of the Executive Board, or at the request of 2/3 of the full members.

Article 7

The General Membership Meeting:

1. Receives and adopts the progress report;
2. Determines the general trends of the CLN;
3. Adopts and may amend the statutes by a two-thirds majority of full members. However, these modifications do not take effect until it/they receive recognition or approval of the Competent Ecclesiastical Authority.
4. Determines the place of the movement's registered office (and that of the general secretariat);
5. Sets the dues criteria;
6. Elects the members of the Executive Board;
7. Ratifies the Chaplain or Spiritual Advisor;
8. Receives an annual, audited financial report.

All other matters shall be determined by the Executive Board.

Article 8

Resolutions adopted shall enter into force as soon as all members have been notified by mail, electronic mail or fax or any other means of communication.

TITLE IV

ADMINISTRATION

Article 9

The association is administered by an Executive Board composed of not fewer than five (5), nor more than twelve (12) members. The Executive Board shall be empowered to fill any vacancies on the Executive Board until the next General Membership Meeting.

The Executive Board consists of:

1. The President with term ending in 2019 and every three years thereafter,
2. The Vice President with term ending in 2019 and every three years thereafter,
3. The Treasurer with term ending in 2020 and every three years thereafter,
4. Financial Secretary with term ending in 2021 and every three years thereafter,
5. Recording Secretary with term ending in 2022 and every three years thereafter,
6. Up to 7 other members of the Executive Board with appropriately staggered terms.

In addition, the Executive Director and the Chaplain or Spiritual Advisor are ex officio non-voting, Executive Board members.

Members of the board shall serve a three-year term of office. To provide for continuity, the terms will be appropriately staggered.

Article 10

All candidates for the Executive Board must be Catholics nominated by Full Members at a General Membership Meeting.

The composition of the Board must aim to reflect the diversity of the membership.

No one elected to the Executive Board may serve for more than two successive terms.

The Recording Secretary will notify the Competent Ecclesiastical Authority the names of the members elected to hold office on the Executive Board.

Article 11

Duties and responsibilities of Officers of the Executive Board

Officers. The officers of the Catholic Labor Network shall be a President, a Vice-President, Treasurer, Recording Secretary, Financial Secretary, and such other officers as the Board of Directors may designate.

Responsibilities of Executive Board. The Executive Board has authority over the affairs of the organization during the period between membership meetings, provided, however, that none of its acts shall conflict with or modify any action taken

by the members. The Executive Board shall meet quarterly and perform actions necessary between meetings to ensure that the mission and interests of the organization are maintained. The Executive Board shall report upon its work at the regular meetings of the organization.

Officer Duties: The following duties pertain to the respective officers of the Catholic Labor Network:

President. The President shall:

- Act as the chief executive and preside at all meetings of the Executive Board or the membership.
- Present the annual report of the work of the organization at each annual meeting of the organization.
- Appoint all committees, temporary or permanent, with the approval of the Executive Board.
- See that all records, books, reports and certificates required by law are properly kept or filed.
- Be one of the officers who may sign the checks or drafts of the organization.
- Have such powers as may be reasonably construed as belonging to the chief executive of any organization.

Vice President. The Vice President shall:

- In the event of the absence or inability of the President to exercise his/her office become acting president of the organization with all the rights, privileges and powers as if he had been the duly elected president.
- Carry out other reasonable duties as requested by the officers of the Executive Board.

Recording Secretary. The Secretary shall:

- Keep books of records of the Corporation at the office of the Corporation, including a minute book, a current copy of the Certificate of Incorporation, a current copy of these statutes, and all minutes of meetings of the Executive Board.
- Record the minutes of all meetings of the organization in appropriate books.
- File any certificate required by any statute, federal or state.
- Give and serve all notices to members of this organization.
- Act as the official custodian of the records and seal of this organization.
- Submit to the Executive Board any communications that shall be addressed to him as Secretary of the organization.
- Attend to all correspondence of the organization and shall exercise all duties incident to the office of Secretary.
- Will prepare and submit an annual report, signed by the CLN President, and submit such report to CLN's Competent Ecclesiastical Authority, and any other diocesan bishops who have granted recognition, for the ecclesiastical supervision.

Treasurer. The Treasurer shall:

- Have the care of all monies belonging to the organization and shall be solely responsible for such monies of the organization.
- Cause to be deposited in a federally insured bank all monies belonging to the organization.
- Maintain all operating, savings and investments accounts as shall be legal for a non-profit corporation in the District of Columbia.
- Be one of the officers who shall sign checks or drafts of the organization. No special fund may be set aside that shall make it unnecessary for the Treasurer to sign the checks issued upon it.
- Exercise all duties incident to the office of Treasurer and as specified under Title IV Financial Administration.

Financial Secretary. The financial secretary shall:

- Prepare and present a Financial Secretary's Report at executive board meetings. The report must include an accurate record of all receipts, deposits and authorizations for payment. This report shall be physically affixed to the minutes of the Executive Board meeting.
- Perform such other duties as may be delegated to the financial secretary by the president or treasurer.

Meetings. The Executive Board is convened by the President at least quarterly (in person, or via the telephone or the internet) and at least 3 months before the date fixed for the General Membership Meeting. The President will communicate the notice of convening by mail, fax, electronic mail or any other means of communication. The notice convening the meeting shall contain the agenda.

All the Executive Board's decisions are made on the basis of an absolute majority of the votes cast (abstentions are not considered as a vote cast) and shall apply as soon as they have been taken. The Executive Board can act validly only if half of its voting members are present.

A member of the Executive Board wishing to resign must notify the Recording Secretary of his/her resignation.

Members of the Executive Board may be suspended by the Executive Board on the basis of a majority of 2/3 of the votes of the members present; any such suspension shall be submitted to the General Membership Meeting for ratification.

Article 12

The CLN board may appoint an Executive Director. The Executive Director will ensure that decisions made by the General Membership Meeting and by the Executive Board are carried out, and for supervising all staff and employees of the CLN. The Executive Director shall report regularly to the Executive Committee which oversees and directs his/her activities.

Article 13

The Executive Board may delegate the day-to-day management to the Executive Director or to an employee. It may grant defined powers to one or more persons.

All documents binding the association shall, except for special powers of attorney, be signed by two members of the Executive Board who shall not be obliged to justify to third parties the powers conferred for that purpose.

Legal actions, either as plaintiff or defendant, shall be pursued by the Executive Board represented by its President or a director designated for that purpose by it.

TITLE V COMMITTEES

Article 14

1) Composition of Committees:

Committees may be constituted of any combination of elected, appointed, or ex-officio members. Each elected or appointed member of a Committee must be a full member of the Catholic Labor Network. Other persons who are not members of the Catholic Labor Network may be invited to participate on a Committee as non-voting representative.

2) Voting and Other Rights:

Unless otherwise specified, ex-officio members may not vote, but may have their opinions recorded separately in the record of the Committee meetings.

3) Terms of Office of Member of Advisory and Standing Committees:

The terms of office of advisory and standing committee members shall be three years unless otherwise specified. Upon first establishment, the full membership of committees shall be appointed or elected, as stated in the statutes. However, in order to ensure continuity of membership while allowing annual elections or appointments to committees, the expiration dates of the terms of office of members of newly established committees shall be suitably staggered.

4) Appointment of Committee Members:

All members of the advisory and standing committees shall be appointed by the Executive Board, unless otherwise specified.

5) Election of Committee Chair:

Each elected or appointed committee shall select its own chair from among the regularly elected or appointed voting members of the committee. No ex officio member of the committee shall serve as chair or vice chair. If a chair is vacant for more than forty-five (45) days, the Executive Board may designate a chair to complete the term.

7) *Uncompleted Terms of Office:*

If a committee member is unable to complete a term, the Executive Board shall appoint a replacement effective upon the date of appointment and serving for the balance of the vacated term.

8) *Limitation of Service on Committees:*

No person may serve more than two consecutive full terms on any given committee. Eligibility may be reestablished after a lapse of one full term.

TITLE VI PARLIAMENTARY PROCEDURE

Article 15

The rules contained in the current edition of ***Robert's Rules of Order Newly Revised*** shall govern the Society in all cases to which they are applicable and in which they are not inconsistent with these statutes and any special rules of order the Society may adopt.

TITLE VII FINANCIAL ADMINISTRATION

The Treasurer shall maintain records and furnish reports to the Executive Board on a quarterly basis.

Title VIII FACULTIES OF ECCLESIASTICAL AUTHORITY

Article 19

The Competent Ecclesiastical Authority (cf: canon 312) has the faculty to:

1. Inspect all the activities of the association
2. Require at any moment detailed rendering of financial accounts
3. Withhold or grant approval for modification or amendment of these statutes
4. Certify or withhold recognition of the association's adherence to Church teachings and practices
5. Dissolve the association's Catholic recognition under determined circumstances

In addition, the Competent Ecclesiastical Authority retains any other faculties or competences which general or particular canon law concedes to the Competent Ecclesiastical Authority.

Article 20

Erecting Branches in Archdioceses and Dioceses

The Catholic Labor Network may validly erect branches or local chapters in archdioceses and dioceses with the previous notification by the local archbishop or bishop.

TITLE VIII DISSOLUTION - LIQUIDATION

Article 21

Unless it is dissolved by a Court order, the CLN may only be dissolved by a decision of the General Membership Meeting, convened for that purpose. Any such decision must be adopted by a 2/3 majority of the active members present.

The Competent Ecclesiastical Authority can also suppress the CLN if its activities cause grave harm to ecclesiastical doctrine or disciplines, or is a scandal to the faithful (Canon 326).

In the event that the association is dissolved, the corporation assets shall be distributed by the Executive Board after paying or making provisions for the payment of all debts, obligations, liabilities, costs and expenses of the corporation, to another private or public ecclesiastical association of the Catholic Church based in the Archdiocese of Washington for one or more exempt purposes within the meaning of sections 501(c)3 of the Internal Revenue Code.

Any such assets not so disposed of shall be disposed of by a court of competent Jurisdiction of the county in which the principal office of the corporation is then located exclusively for such purpose or to such organization or organizations as said court shall determine which are organized and operated for such purposes.