

# **STATUTES OF THE Catholic Labor Network**

*Revised Spring 2025*

## **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 nonprofit and private association of the faithful in the United States of America that unites clergy, religious, laity, and people of goodwill, to advance the principles of Catholic Social Teaching on dignity of work and the rights of workers through prayer, education, and action.

We envision a society where the dignity of work is universally accepted, every worker is respected, and all persons are valued for their contributions to human flourishing.

We inspire and educate Catholic communities - parishes, schools, and ministries - to embrace the Church's teachings on labor and actively support the rights and dignity of workers.

We exercise solidarity with working people in their efforts to secure just wages, safe working conditions, adequate rest and leisure, opportunities for advancement, and the right to organize and join unions.

We engage people of good will everywhere to promote a future of decent, meaningful, and abundant work while we care for our common home in this era of rapid technological change and ecological crisis.

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, practiced 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, the Compendium of the Social Doctrine of the Church, and its magisterial teachings are an important criterion for judging situations and taking appropriate action.

The CLN shares "the joys and hopes, the griefs and the anxieties" (GS, no. 1) of the workers and seeks to promote a Church at the world's service in the working environment and among the socially excluded.

## **ACTIVITIES**

**3.4** CLN will organize social and apostolic action to improve the living conditions of working men and women on a social, economic, and cultural level and contribute to the achievement of a fair and sustainable world.

To achieve its aims, the CLN seeks:

- A. To promote and spread the Gospel teachings and Catholic Social Teachings related 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, information exchanges, documentation, and seminars; to promote ideas; to analyze and study workers' problems and Catholic Social Teaching as it applies to work;
- D. To show solidarity with workers during organizing, strikes, and contract negotiations;
- E. To offer prayers and spiritual solace daily for 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 Labor Day and Masses for the Blessing of Human Labor at other times; and

- H. To promote the study of the annual Labor Day Statement issued by the United States Conference of Catholic Bishops.

**3.5** To communicate among its members news of organizing campaigns, worker struggles, and governmental efforts that affect workers.

**3.6** 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; and
- 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, and may be considered for membership under the 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. Are intentionally invited to serve on Board committees and shape the work of the organization; and
- e. 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, and 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; and
- d. Receive all general mailings of the Catholic Labor Network.



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; and
8. Receives an annual, audited financial report.

## Article 8

## TITLE IV ADMINISTRATION

## Responsibilities of the Executive Board.

1. Mission and values assurance;
2. Fiduciary responsibility;
3. Support and effective oversight of the executive leader;
4. Participation on a Committee; and
5. Regular Attendance at Board Meetings.

The association is administered by an Executive Board composed of not fewer than five (5), or 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.

**Composition:**

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

**Member term length:**

Members of the board shall serve a three-year term of office, with the option to serve a second term. The terms will be appropriately staggered to provide for continuity. No person may serve more than two consecutive full terms. Eligibility may be reestablished after a lapse of one full year.

**Officer qualifications and term length:**

Only Board members may be elected as officers to serve a term of two years, with an option to re-up for a third year. An officer may serve up to three years in the same position. During the President's last year in office, the Vice-President will serve as the President-elect, with automatic succession to the President.

**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 of the names of the members elected to 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, vice president, treasurer/financial secretary, recording secretary, , and other officers the Board of Directors may designate.

**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 organization's work at each annual meeting;
- 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; and
- 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, he/she will become acting president of the organization with all the rights, privileges, and powers as if he/she had been the duly elected President.
- Carry out other reasonable duties as requested by the officers of the Executive Board.
- Serve as the President-elect during the President's last term year, with automatic succession to the President.

**Recording Secretary.** The Secretary shall:

- Keep books of records of the Corporation at the corporation's office or shared drive, 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.
- Work with staff to 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/her 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/Financial Secretary.** The Treasurer/Financial Secretary shall:

- Have the care of all monies belonging to the organization and shall be solely responsible for such funds of the organization;
- Deposit all monies belonging to the organization in a federally insured bank;
- Maintain all operating, savings, and investments accounts as are legal for a non-profit corporation in the District of Columbia;
- Be one of the officers who signs checks or drafts of the organization. No special fund may be set aside that makes it unnecessary for the Treasurer to sign the checks issued upon it;
- 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 attached to the Executive Board meeting minutes.
- Perform such other duties as the President Executive Director may delegate to the Treasurer/Financial Secretary.

**Meetings.** The President convenes the Executive Board as needed, 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 electronic mail, or any other means of communication. The notice convening the meeting shall contain the agenda.

All the Executive Board's decisions are based on an absolute majority of the votes cast (abstentions are not considered votes 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.

The Executive Board may suspend members of the Executive Board based on 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 or contractor. 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***

##### **Committee Responsibilities**

1. Committees support the organization's mission and activities. The standing committees include:
  - a. Executive & Governance Committee
  - b. Finance and Fundraising Committee
  - c. Membership Committee
  - d. Programming Committee
2. The Executive Board may convene additional committees as needed.

##### **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 Ad Hoc and Standing Committees:**

There are no set terms of office for advisory and standing committee members, 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 ad hoc and standing committees shall be appointed by the Executive Board, unless otherwise specified.

## **5) Appointment of Committee Chair:**

Each committee chair shall be appointed by the President from the members of the Executive Board. No ex officio member of the committee shall serve as chair or vice chair.

# **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 16***

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; and
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 17***

##### **Erecting Branches in Archdioceses and Dioceses**

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

### **TITLE IX            DISSOLUTION - LIQUIDATION**

#### ***Article 18***

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.