

The Catholic



Labor Network

Gaudium et Spes Labor Report, 2025
Catholic Institutions with Employee Unions

Gaudium et Spes Labor Report, 2024

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 650 Catholic hospitals and nearly 1600 nursing homes. The hospitals alone employ nearly 500,000 full-time employees and over 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 nearly 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 Sinyai with details and help us keep the list current and complete!

Catholic Health Care Institutions with Collective Bargaining

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

Alaska

Archdiocese of Anchorage

1. Providence Kodiak Island Medical Center, Kodiak AK (Alaska Medical Employees Association/IBT 959)
2. Providence Alaska Medical Center, Anchorage AK (Alaska Nurses Association)

Diocese of Juneau

1. PeaceHealth Ketchikan Medical Center, Ketchikan AK (Alaska Nurses Association)
2. Catholic Community Service (IBT 959)

Arizona

Diocese of Tucson

1. Carondelet St. Joseph's Hospital, NNU Arizona
2. Carondelet St. Mary's Hospital, NNU Arizona

Arkansas

Archdiocese of Little Rock

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

California

Archdiocese of Los Angeles

1. Marian Medical Center (Common Spirit), Santa Maria CA (NNU CNA, SEIU UHW)
2. Saint John's Pleasant Valley Hospital (Common Spirit), Camarillo CA (SEIU UHW)
3. Saint John's Regional Medical Center (Common Spirit), Oxnard CA (SEIU UHW)
4. Saint Mary Medical Center (Common Spirit), Long Beach CA (NNU CNA, SEIU UHW)
5. Providence St. John's Health Center, Santa Monica CA (NNU CNA)
6. Providence St. Joseph Medical Center Burbank CA (SEIU 121RN, SEIU UHW)
7. Providence Tarzana Medical Center, Tarzana CA (SEIU 121RN, SEIU USWW, NUHW)
8. Providence Little Company of Mary, San Pedro CA (NNU CNA)
9. Providence Little Company of Mary Torrance CA (NNU CNA)

Diocese of Fresno

1. Mercy Southwest Hospital, (Common Spirit) Bakersfield, CA (NNU CNA)
2. Mercy Hospital of Bakersfield – Truxton Campus, (Common Spirit) Bakersfield, CA (SEIU UHW)

Diocese of Monterey

1. Dominican Hospital (Common Spirit), Santa Cruz CA (NNU CNA, SEIU UHW, NUHW)

Diocese of Sacramento

1. Mercy General Hospital (Common Spirit), Sacramento CA (NNU CNA, SEIU UHW, IFPTE 20)
2. Mercy Hospital (Common Spirit), Folsom CA (NNU CNA, SEIU UHW, IFPTE 20)
3. Mercy Medical Center (Common Spirit), Mt. Shasta CA (NNU CNA, SEIU UHW)
4. Mercy Medical Center (Common Spirit), Redding CA (NNU CNA, SEIU UHW)
5. Mercy San Juan Medical Center (Common Spirit), Carmichael CA (NNU CNA, SEIU UHW, IFPTE 20)
6. Saint Elizabeth Community Hospital (Common Spirit), Red Bluff CA (SEIU UHW)

Diocese of San Bernardino

1. Saint Bernardine Medical Center (Common Spirit), San Bernardino CA (NNU CNA, SEIU UHW)
2. St. Mary Medical Center (Providence), Apple Valley CA (NNU CNA, USW)
3. Community Hospital of San Bernardino (Common Spirit) San Bernardino, CA (SEIU UHW)

Diocese of Santa Rosa

1. Petaluma Valley Hospital (Providence), Petaluma CA (NNU CNA, NUHW)
2. Queen of the Valley (Emanate Health System), Napa CA (NNU CNA)
3. Santa Rosa Memorial Hospital (Providence), Santa Rosa CA (NUHW)
4. St. Joseph Hospital (Providence), Eureka CA (NNU CNA, NUHW)
5. Redwood Memorial Hospital (Providence), Fortuna, CA (NNU CNA)
6. Dominican Hospital (Common Spirit) Santa Cruz, CA (SEIU UHW)

Diocese of Stockton

1. Saint Joseph's Medical Center (Common Spirit), Stockton, CA (NNU CNA, SEIU UHW)
2. Saint Joseph's Behavioral Health Center, (Common Spirit) Stockton, CA (SEIU UHW)
3. Mark Twain St. Joseph's Hospital, (Common Spirit) San Andreas, CA (SEIU UHW)

Colorado

Diocese of Pueblo

1. St. Mary Corwin Pueblo, CO (CWA 7774)

Connecticut

Archdiocese of Hartford

1. St. Mary Home, West Hartford, CT (IBT 671)
2. The McCauley, Hartford, CT (IBT 671)

District of Columbia

Archdiocese of Washington DC

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

Florida

Diocese of Palm Beach

1. St. Mary's Medical Center (Tenet) West Palm Beach, FL (SEIU 1199)

Hawaii

Diocese of Honolulu

1. St. Francis Healthcare (Sisters of St. Francis), Honolulu HI (Hawaii Nurses Assoc/OPEIU 50, IBT 996, LIUNA 368)

Idaho

Diocese of Boise

1. St. Joseph Regional Medical Center (LifePoint), Lewiston, ID (IBT 690)

Illinois

Archdiocese of Chicago

1. St. Anthony Hospital, (Hospital Sisters Health System) Chicago IL (IBT 743, IUOE 399)
2. Presence/Resurrection Home Health, Chicago IL (Nurses/Therapists, AFSCME Council 31)
3. Resurrection Medical Center (Ascension) Chicago, IL (IUOE 399)
4. Loyola University Medical Center Maywood, IL (IUOE 399, SEIU 1, IBEW 134)
5. St. Bernard Hospital (SEIU HCII)

Indiana

Diocese of Gary

1. Saint Mary Medical Center (Community Health Systems), Hobart IN (SEIU HCII)

Iowa

Archdiocese of Dubuque

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

Kansas

Diocese of Wichita

1. Via Christi St. Francis Hospital (Ascension), Wichita KS (NNU)
2. Via Christi St. Joseph Hospital (Ascension), Wichita KS (NNU)

Maryland

Archdiocese of Baltimore

1. St. Agnes Hospital (Ascension), Baltimore MD (NNU)

Massachusetts

Archdiocese of Boston

1. Good Samaritan Medical Center, Brockton MA (MNA, SEIU 1199)
2. Holy Family Hospital, Methuen MA (MNA, SEIU 1199)
3. Holy Family at Merrimack Valley, Haverhill MA (MNA, SEIU 1199)
4. Norwood Hospital, Norwood MA (MNA, SEIU 1199)
5. St. Elizabeth's Medical Center, Brighton MA (MNA, SEIU 1199, IUOE 877)

Diocese of Springfield

1. Mercy Medical Center (Sisters of Providence), Springfield MA (MNA)

Diocese of Fall River

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

Diocese of Worcester

1. St. Vincent Hospital, Worcester MA (MNA, UFCW 1445, IBT 170)

Michigan

Archdiocese of Detroit

1. Marycrest Manor (Trinity Health), Livonia, MI (SEIU HCMI)
2. Ascension Macomb-Oakland/Touchpoint Compass, Warren, MI (OPEIU 459)
3. Lourdes Senior Community Waterford Township, MI (SEIU HCMI)

Diocese of Grand Rapids

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

Diocese of Kalamazoo

1. Borgess Medical Center (Ascension), Kalamazoo MI (MNA, SEIU Healthcare MI, IUOE 547)
2. Ascension Allegan General Hospital, Allegan, MI (SEIU HCMI, MNA)

Minnesota

Archdiocese of St Paul and Minneapolis

1. Saint Francis Regional Medical Center (Benedictine Health/Allina), Shakopee MN (NNU MNA, SEIU Healthcare MN)

Diocese of Duluth

1. Essentia Health St. Mary's Medical Center, Duluth MN (NNU MNA, IUOE 70, AFSCME Council 65)
2. Essentia St. Joseph's Medical Center Brainerd MN (NNU MNA, SEIU Healthcare MN)
3. St. Mary's Duluth Clinic (IUOE 70)
4. Viewcrest Health Center (Franciscan Health Services), Duluth, MN (UFCW 1189)
5. Essentia St. Mary's Hospice, Virginia, MN (NNU MNA)
6. Benedictine Living Community, Duluth, MN (AFSCME 3558)

Diocese of Winona

1. St. Anne's of Winona (UFCW 1189)

Diocese of New Ulm

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

Diocese of Crookston

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

Diocese of St. Cloud

1. CHI St. Gabriel's Health, (Common Spirit), 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 HCII, IUOE)

Diocese of Kansas City

1. St. Joseph Health Center, (Prime Healthcare Services) 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, (SCL Health), Miles City, MT (AFT MNA)

Nevada

Diocese of Las Vegas

1. St. Rose Dominican Hospitals – Siena Campus (Common Spirit), Henderson NV (NNU California Nurses Association, SEIU 1107, IUOE 501)
2. St. Rose Dominican Hospitals – Rose de Lima Campus (Common Spirit), Henderson NV (NNU CNA, SEIU 1107)
3. Saint Rose Dominican Hospitals, Nevada -- San Martin Campus (Common Spirit) Las Vegas NV (NNU CNA, SEIU 1107)

New Jersey

Archdiocese of Newark

1. St. Michael's Medical Center (Prime Healthcare Services), Newark NJ (IUOE JNESO, AFSCME 1199J, IUOE 68, SEIU CIR)
2. Holy Name Hospital Teaneck, NJ (IUOE 68)

Diocese of Camden

1. Bishop McCarthy Residence, Vineland NJ (IUOE JNESO, UFCW 152)
2. Our Lady's Residence, Pleasantville, NJ (UFCW 152)
3. St. Mary's Catholic Home/Manor Cherry Hill, NJ (UFCW 152)

Diocese of Trenton

1. St. Lawrence Rehabilitation Center, Lawrenceville, NJ (SEIU UHE)

New Mexico

Archdiocese of Santa Fe

1. Christus St. Vincent Medical Center, 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)
7. Terence Cardinal Cooke Center (Archcare), New York NY (NYSNA, SEIU 1199, IBT 272)

8. St. Charles Hospital, New York, NY (IAM)
9. St. Luke's Hospital (NYSNA, IUOE 30)
10. Providence Rest Nursing Home, Bronx, NY (SEIU)
11. Saint John's Riverside Hospital Yonkers, NY (NYSNA)
12. St. Joseph's Medical Center, Yonkers, NY (NYSNA, SEIU 1199)
13. St. Anthony Hospital (Bon Secours), Warick, NY (SEIU 1199)

Diocese of Brooklyn

1. Good Samaritan Hospital (Bon Secours Health System), Suffern NY (SEIU 1199)
2. Ozanam Hall Nursing Home, Bayside NY (NYSNA, UFCW 342)
3. Saint Joachim and Anne Residence, Brooklyn, NY (SEIU)

Diocese of Buffalo

1. Mercy Hospital, (Catholic Health), Buffalo, NY (CWA 1133, IUOE 17)
2. Sisters of Charity Hospital, (Catholic Health), 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)
6. Macauley Residence, Buffalo NY (SEIU 1199)
7. Sisters of Charity Hospital – St. Joseph Campus, Cheektowaga, NY (SEIU 1199, CWA 1168)

Diocese of Rockville Centre

1. St Charles Hospital, (Catholic Health), Port Jefferson NY (NYSNA, IAM 434)
2. St. Catherine of Siena Hospital, (Catholic Health), Smithtown NY (NYSNA, AFT, IAM 434)
3. St. Joseph Bethpage, (Catholic Health), Rockville Centre NY (NYSNA, SEIU 1199)
4. Mercy Medical Center, (Catholic Health), 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, (Mohawk Valley Health System) Utica, NY (NYSNA, UFCW 1)

North Dakota

Diocese of Bismarck

1. St. Alexis, (Common Spirit), Bismarck, ND (NNU Minnesota Nurses Association)

Ohio

Archdiocese of Cincinnati

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

Diocese of Cleveland

1. Allen Medical Center (Bon Secours), Oberlin OH (SEIU 1199WKO, OPEIU)
2. Mercy Regional Medical Center (Bon Secours), Lorain OH (SEIU 1199WKO)

Diocese of Steubenville

1. Trinity Medical Center East (Common Spirit), Steubenville, OH (OPEIU)

Diocese of Toledo

1. Mercy Health St. Vincent Medical Center (Bon Secours), Toledo OH (UAW 12)
2. Mercy Health Cancer Center at St. Anne Hospital, (Bon Secours), Toledo OH (UAW 12)

Diocese of Youngstown

1. St. Elizabeth Health Center (Bon Secours), Youngstown OH (IBT 377)
2. 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, IUOE 701)

CATHOLIC HEALTHCARE

12. Providence Seaside Hospital, Seaside OR (ONA)
13. Providence St. Vincent Medical Center, Portland OR (ONA, IUOE 701)
14. Providence Willamette Falls Medical Center, Oregon City OR (AFT ONA)
15. Providence Hood River (AFT ONA)
16. Providence RN Advice Line (AFT ONA)
17. CHI St. Anthony Hospital, Pendleton, OR (AFT ONA)

Diocese of Baker

1. Providence Hood River Memorial Hospital, Hood River OR (ONA, IUOE 701)
2. St. Alphonsus Medical Center, (Trinity), Baker City OR (ONA)
3. St. Alphonsus Medical Center, (Trinity), Ontario OR (ONA)
4. St. Anthony Hospital, (Common Spirit), Pendleton OR (ONA)

Pennsylvania

Archdiocese of Philadelphia

1. Mercy Fitzgerald, (Trinity), Darby PA (PASNAP)
2. St. Francis Center for Rehabilitation (AFSCME 1199)
3. St. Ignatius Nursing Home (AFSCME 1199)
4. St. Monica Center for Rehabilitation (AFSCME 1199)

Diocese of Pittsburgh

1. Mercy Hospital, (UPMC) Pittsburgh PA (IUOE 95)

Diocese of Erie

1. Saint Mary Medical Center, (Trinity), Langhorne, PA (PASNAP)

Rhode Island

Diocese of Providence

1. Our Lady of Fatima Hospital, North Providence RI (UNAP)
2. St. Joseph Health Center, Providence RI (SEIU 1199NE)

Texas

Diocese of Austin

1. Ascension Seton Medical Center, Austin TX (NNU)

Washington

Archdiocese of Seattle

1. PeaceHealth Peace Island Medical Center, Friday Harbor WA (Washington State Nurses Association)
2. PeaceHealth Southwest Washington Medical Center, Vancouver WA (AFT 5017, WSNA)
3. PeaceHealth St. John Medical Center, Longview WA (AFT 5017, WSNA, SEIU 49, IBT 223, IUOE 701)

4. PeaceHealth St. Joseph Hospital (PeaceHealth), Bellingham WA (SEIU 1199NW, WSNA)
5. Providence Everett Medical Center (UFCW 21, OPEIU 8)
6. Providence St. Peter Hospital, Olympia WA (SEIU 1199NW)
7. St. Clare Hospital (Common Spirit), Lakewood WA (SEIU 1199NW, WSNA)

8. St Elizabeth Hospital (Common Spirit), Enumclaw WA (SEIU 1199NW)
9. St. Joseph Medical Center (Common Spirit), Tacoma WA (SEIU1199NW, WSNA, IUOE 286, UFCW 21)
10. Providence Mount St. Vincent Seattle, Olympia WA (IUOE 286, SEIU 775)
11. Providence Mother Joseph Care Center, Olympia WA (SEIU 775)
12. PeaceHealth United General Medical Center, Sedro Woolley, WA (WSNA)
13. St. Ann Highline Medical Center (Common Spirit), Burien, WA (SEIU 1199NW)

Diocese of Spokane

1. Lourdes Medical Center (Ascension), Pasco WA (SEIU 1199NW, UFCS 21)
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 VNA Home Health, Spokane WA (WSNA)
6. Providence St Joseph Hospital, Chewelah WA (SEIU 1199NW)
7. Providence St. Luke's Rehabilitation Center, Spokane WA (WSNA)

Wisconsin

Archdiocese of Milwaukee

1. Wheaton Franciscan Hospital – St. Francis, (Ascension) Milwaukee, WI (WFNHP AFT 5001)

Diocese of Green Bay

1. Aspirus Langlade Hospital, Antigo, WI (WFNHP AFT 5001)

Diocese of Superior

1. Essentia St. Mary's Superior, WI (NNU Minnesota Nurses Association)

Catholic K-12 Education

According to the National Catholic Educational Association, in the 2024-25 school year 154,258 full time teachers and support staff instruct more than 1.6 million children in our nation's nearly 5,832 Catholic schools. Before the 1960s most teaching positions were filled by vowed religious (nuns, friars, and priests who belonged to religious orders). Today lay men and women account for more than 97% of the Catholic school workforce.

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

This exemption does NOT mean that teachers lack the right to form unions and bargain collectively, just that the National Labor Relations Board will not protect them from those that might violate their rights. The NLRB's absence does not absolve the pastor, school board or principal from the Bishops' injunction that "All the moral principles that govern the just operation of any economic endeavor apply to the Church and its agencies and institutions; indeed the Church should be exemplary (Economic Justice for All, 1986)."

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

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

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
4. Junipero Serra HS, San Mateo CA

Diocese of San Jose

AFT 2240

1. Archbishop Mitty HS, San Jose CA

Connecticut

Archdiocese of Hartford

NACST, Greater Hartford Catholic Education Association

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

Massachusetts

Archdiocese of Worcester

NACST, DELTA

1. St. Paul Diocesan
2. St. Peter Central Catholic

Minnesota

Archdiocese of St. Paul and Minneapolis

IUOE 70

1. Academy of Holy Angels Richfield, MN

Missouri

Archdiocese of St. Louis

NACST, St. Louis Archdiocesan Teachers Association

1. Bishop DuBourg High School
2. St. Pius X High School

Independent

1. Rosati-Kain

CATHOLIC K-12 EDUCATION

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

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
4. St. Rose of Lima, Freehold 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

New York

Archdiocese of New York

OPEIU Local 153, Federation of

Catholic Teachers

1. Blessed Sacrament, Staten Island NY
2. Monsignor Farrell HS, Staten Island NY
3. Notre Dame Academy HS, Staten Island NY
4. Our Lady of Good Counsel, Staten Island NY
5. Our Lady Queen of Peace, Staten Island NY
6. Our Lady Star of the Sea, Staten Island NY

7. Sacred Heart, Staten Island NY
8. Fr. Vincent Capadanno Academy, Staten Island NY
9. St. Ann, Staten Island NY
10. St. Charles, Staten Island NY
11. St. Clare, Staten Island NY
12. St. Joseph by-the-Sea HS, Staten Island NY
13. St. Patrick, Staten Island NY
14. St. Peter's Boys HS, Staten Island NY
15. St. Teresa St. Rita STREAM Academy
16. Dominican Academy HS, New York NY
17. Epiphany, New York NY
18. LaSalle Academy, New York NY
19. Notre Dame, New York NY
20. St. Ignatius Loyola, New York NY
21. St. Jean Baptiste HS, New York NY
22. St. Joseph--Yorkville, New York NY
23. St. Stephen of Hungary, New York NY
24. St. Vincent Ferrer HS, New York NY
25. Transfiguration, New York NY
26. Blessed Sacrament, New York NY
27. Good Shepherd, New York NY
28. Incarnation, New York NY
29. Mount Carmel/Holy Rosary, New York NY
30. Our Lady of Lourdes, New York NY
31. Our Lady Queen of Angels, New York NY
32. St. Charles Borromeo, New York NY
33. St. Elizabeth, New York NY
34. St. Mark the Evangelist, New York NY
35. Holy Cross, Bronx NY
36. Immaculate Conception, Bronx NY
37. Monsignor Scanlan HS, Bronx NY
38. St. Anselm, Bronx NY
39. St. Athanasius, Bronx NY
40. St. Benedict, Bronx NY
41. St. Frances de Chantal, Bronx NY
42. St. John Chrysostom, Bronx NY
43. St. Theresa, Bronx NY
44. Christ The King, Bronx NY
45. Our Lady of Mt. Carmel, Bronx NY
46. Our Lady of Refuge, Bronx NY

47. Sacred Heart, Bronx NY
48. St. Margaret of Cortona/St. Gabriel, Bronx NY
49. St. Philip Neri, Bronx NY
50. Holy Rosary, Bronx NY
51. Our Lady of Grace, Bronx NY
52. St. Barnabas, Bronx NY
53. St. Barnabas HS, Bronx NY
54. St. Clare of Assisi/Francis Xavier, Bronx NY
55. St. Francis of Assisi, Bronx NY
56. St. Helena, Bronx NY
57. St. Lucy, Bronx NY
58. St. Raymond, Bronx NY
59. St. Raymond Academy for Girls, Bronx NY
60. St. Raymond High School for Boys, Bronx NY
61. Annunciation, Crestwood NY
62. Immaculate Conception, Tuckahoe NY
63. Our Lady of Victory, Mt. Vernon NY
64. Sacred Heart, Yonkers NY
65. Sacred Heart HS, Yonkers NY
66. St. Anthony, Yonkers NY
67. St. Eugene, Yonkers NY
68. St. John the Baptist, Yonkers NY
69. St. Joseph, Bronxville NY
70. St. Peter, Yonkers NY
71. The John Cardinal O'Connor School, Irvington-on-Hudson NY
72. Corpus Christi/Holy Rosary, Port Chester NY
73. Immaculate Heart of Mary, Scarsdale NY
74. Our Lady of Mt. Carmel, Elmsford NY
75. Our Lady of Sorrows, White Plains NY
76. Resurrection, Rye NY
77. Sacred Heart, Hartsdale NY
78. St. Augustine, Ossining NY
79. St. Columbanus, Cortlandt Manor NY
80. St. Patrick, Yorktown Heights NY
81. Sts. John & Paul, Larchmont NY
82. Most Precious Blood, Walden NY
83. Our Lady of Mount Carmel, Middletown NY
84. St. Anthony/St. Paul, Nanuet NY

85. St. Gregory Barbarigo, Garnerville NY
86. St. John, Goshen NY
87. St. Margaret, Pearl River NY
88. Holy Trinity, Poughkeepsie NY
89. Kingston Catholic, Kingston NY
90. St. Denis/St. Columba, Hopewell Jct NY
91. St. James the Apostle, Carmel NY
92. St. Martin de Porres, Poughkeepsie NY
93. St. Mary, Fishkill 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. St. Mark, Buffalo NY
3. Queen of Heaven, West Seneca NY
4. St. Gregory the Great, Williamsville NY
5. 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. St. John the Baptist High School, West Islip NY
3. 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. Saint Hubert HS
5. Father Judge HS
6. Lansdale Catholic HS
7. Little Flower HS
8. Saints John Neumann & Maria Goretti HS
9. Cardinal O'Hara HS
10. Pope John Paul II HS
11. Roman Catholic HS
12. Archbishop Ryan HS
13. Bishop Shanahan HS
14. West Catholic HS
15. Archbishop Wood HS

Diocese of Altoona-Johnstown

NACST

1. Bishop Carroll HS, Edensburg PA
2. 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. Cardinal Wuerl North Catholic
3. Central Catholic
4. Oakland Catholic
5. Serra Catholic
6. Seton LaSalle
7. St. Anthony
8. St. Gabriel
9. St. Joseph

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 approximately 260 Catholic institutions of higher education serving more than 850,000 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.

The following is 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.)*

“...a number of Catholic universities have taken important steps to vindicate the rights of workers employed by their contractors and suppliers.”

California

Archdiocese of San Francisco

University of San Francisco, San Francisco CA

- Faculty, USFFA AFT 4269
- Food Service, UNITE HERE 2
- Grounds and laborers, SEIU USWW
- Administrative: OPEIU 3
- Maintenance: IUOE 39

Archdiocese of Los Angeles

Loyola Marymount University,

Los Angeles CA

- Food Service, UNITE HERE 11
- Contingent Faculty, SEIU 721

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

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

Diocese of San Diego

University of San Diego, San Diego CA

- Non-Tenured Faculty, SEIU 721

Diocese of San Jose

Santa Clara University

- Non-Tenured Faculty, SEIU 1021
- Janitorial, SEIU USWW

Diocese of San Rafael

Dominican University of California

- Adjunct Faculty, SEIU 1021

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
- Janitorial, SEIU 32BJ

District of Columbia

Archdiocese of Washington

Catholic University of America,

Washington DC

- Food Service, UNITE HERE 23
- Police, independent union
- Janitorial, SEIU 32BJ

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
- Janitorial, SEIU 32BJ
- Security, SEIU 32BJ
- Graduate employees, GAGE AFT 06440

Trinity Washington University,

Washington DC

- Adjunct Faculty, SEIU 500
- Food Service, UNITE HERE 23
- Janitorial, SEIU 32BJ

Illinois

Archdiocese of Chicago

Dominican University, River Forest IL

- Food Service, UNITEHERE 1

DePaul University, Chicago IL

- Food Service, UNITE HERE 1
- Janitorial, SEIU 1

Loyola University Chicago

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

*St. Xavier University**

- Stationary Engineers, IUOE 399
- Janitorial, SEIU 1

Indiana

Archdiocese of Indianapolis

Marian University, Indianapolis IN

- Maintenance/Food Service, UNITE HERE 23

Louisiana

Archdiocese of New Orleans

Xavier University of Louisiana

- Food Service, SEIU SWRJB

Loyola University of New Orleans

- Food Service, UNITE HERE 23

Maryland

Archdiocese of Baltimore

Loyola University

- Food Service, SEIU 32BJ

Massachusetts

Archdiocese of Boston

Boston College

- Janitorial, SEIU 32BJ

Emmanuel College

- Janitorial, SEIU 32BJ

Merrimack College

- Facilities, IBT 633
- Janitorial, SEIU 32BJ

Diocese of Fall River

Stonehill College

- Janitorial, SEIU 32BJ
- Food Service, UNITE HERE New England Joint Board

Michigan

Archdiocese of Detroit

University of Detroit, Mercy

- Faculty, NEA/Michigan Education Association
- Food Service, UNITE HERE 24
- Trades and Maintenance, IUOE 324
- Janitorial, SEIU 1

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
- Food Service, UNITE HERE 17

Diocese of Duluth

College of St. Scholastica

- Maintenance and Engineers, IUOE 70

CATHOLIC HIGHER EDUCATION

Missouri

Archdiocese of St. Louis

St. Louis University, St. Louis MO

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

New Jersey

Archdiocese of Newark

Felician University, Lodi NJ

- Food Service, UNITE HERE 100
- Janitorial, SEIU 32BJ

St. Peter's University, Jersey City NJ

- Food Service, UNITE HERE 100
- Janitorial, Security, SEIU 32BJ

Seton Hall University, South Orange NJ

- Staff, OPEIU 153
- Janitorial, Security, SEIU 32BJ
- Maintenance, IOUE 68-68A

New York

Archdiocese of New York

College of Mount Saint Vincent, NY

- Food Service, UNITE HERE 100

Dominican College, Blauvelt NY

- Food Service, UNITE HERE 100

Fordham University

- Office and Clerical, OPEIU 153
- Maintenance/Trades/Food Service, IBT 810
- Adjunct Faculty and Full time Faculty, SEIU 200U
- Graduate Assistants, CWA
- Security, SEIU 32BJ

*Manhattan College, New York NY**

- Food Service, UNITE HERE 100
- Office and Clerical, OPEIU 153

Marymount Manhattan College, New York NY

- Staff, AFT 7942
- Food Service, UNITE HERE 100
- Maintenance, IUOE 30-30A-30B
- Adjunct Faculty, AFT 7946

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
- Janitorial, SEIU 32BJ

St. Joseph's College, Brooklyn, NY

- Security, SEIU 32BJ

Diocese of Buffalo

D'Youville College, Buffalo NY

- Faculty, AAUP
- Maintenance, SEIU 200U

Canisius College - Buffalo, NY

- Janitorial, SEIU 200U

Diocese of Rockville Centre

Molloy College, Rockville Center NY

- Food Service, UNITE HERE 100
- Janitorial, SEIU 32BJ

Diocese of Syracuse

LeMoyné College, Syracuse NY

- Adjunct Faculty, AFT 7967
- Janitorial, SEIU 200U
- Food Service, UNITE HERE 150

Ohio

Diocese of Cleveland

John Carroll University

- Janitorial, SEIU 1

Diocese of Columbus

Ohio Dominican University

- Food Service, SEIU 1

Diocese of Dayton

University of Dayton

- Clerical and Maintenance, AFSCME 101

Pennsylvania

Archdiocese of Philadelphia

St. Joseph's University

- Janitorial, Security, SEIU 32BJ

Villanova University, Villanova, PA

- Janitorial, SEIU 32BJ

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
- Janitorial, SEIU 32BJ
- Dominican Priory, UFCW 328

Salve Regina, Newport RI

- Food Service, UNITE HERE Local 26

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
- Janitorial, SEIU 6

Wisconsin

Marquette University Milwaukee, WI

- Janitorial, SEIU 1

Alverno College

- Janitorial, 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)
4. St. Vincent's Residential Treatment Center (SEIU 1021)

Archdiocese of Los Angeles

1. Cathedral of Our Lady of the Angels (Food Service), Los Angeles CA (UNITE HERE 11)

Diocese of Oakland

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

Diocese of Sacramento

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

Connecticut

Archdiocese of Hartford

1. Knights of Columbus HQ (OPEIU 153)

District of Columbia

Archdiocese of Washington DC

1. Basilica of the National Shrine of the Immaculate Conception (Food Service), Washington DC (UNITE HERE)
2. Catholic Charities of the Archdiocese of Washington, DC (CWA)
3. Catholic Cemeteries of the Archdiocese of Washington, DC (IUOE)
4. Catholic Legal Immigration Network, Inc. Silver Spring, MD (IFPTE)
5. Pax Christi USA (Independent Union)

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

Diocese of Lansing

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

Minnesota

Archdiocese of St. Paul and Minneapolis

1. Catholic Charities of St. Paul and Minneapolis (AFSCME)
2. Catholic Cemeteries, St. Paul MN (IUOE 49)
3. Catholic Cemeteries, Mendota Heights MN (IUOE 10)
4. St. Stephens Human Services, Minneapolis MN (AFSCME 999)

Diocese of Duluth

1. Catholic Cemeteries, Diocese of Duluth, Duluth MN (IBT)
2. St. Joseph's Home for Children, Minneapolis MN (AFSCME 3481)
3. St. Scholastica Monastery, Duluth MN (AFSCME 3558)

Missouri

Archdiocese of St. Louis

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

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 917)
2. Maryknoll Sisters (Food Service), Ossining NY (UNITE HERE Local 23)

Diocese of Brooklyn

1. Catholic Charities Neighborhood Services, Brooklyn NY (AFSCME 17, UFCW 38)
2. Catholic Migration Services, Brooklyn NY (UAW 2325)

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 Charities Head Start, Cleveland OH (SEIU 1199)

Diocese of Toledo

1. Catholic Cemeteries (SEIU 1)

Diocese of Youngstown

1. Catholic Cemeteries (IAM 1363)

Oregon

Archdiocese of Portland

1. Oregon Catholic Press, Portland OR (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)

The **Catholic**



Labor Network

Annual Report 2025

Catholic Labor Network

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