

*from the President...*

**Labor Day 2008:  
So Many Questions**

As I begin to write about the benefits of being represented by a Catholic teachers union, I look around for inspiration, for some word or action that will help get my point across to the 100,000+ teachers in this country who work everyday without negotiated salary and benefits, who have no true job security or due process.

I ask myself if such a large percentage of teachers are employees at will, could it be that those of us who are unionized are the ones out of sync? Could a union be unnecessary when you are employed by the Catholic Church?

Based on my many years of working with Catholic school teachers, I realize very quickly that the answers to the above questions are No and Absolutely Not. In fact, the problem is that I am asking the wrong questions. What I should be asking is, Why are some bishops fighting so hard to keep

*-cont'd on p. 3*

**NACST 2008 Convention  
St. Louis, MO  
October 10-12 , 2008**

**SDACT - PA Legislation**

NACST President Rita Schwartz and Executive VP Mike Milz testified August 18 at a Pennsylvania House Committee hearing on legislation proposing to give the state's Catholic school teachers labor rights already available to other workers under state law.

PA House Bill 2626 was introduced in Harrisburg last spring as SDACT members and their supporters staged work stoppages, held rallies, and flooded the local media with information about the Scranton Diocese's decision not to recognize SDACT as the bargaining representative for the reorganized Catholic schools in the diocese.

NACST VP Mike Milz is also President of SDACT. He was fired from Holy Redeemer High School at the end of the 2007-2008 school year. The proposed legislation would give teachers in Catholic schools the right to select a bargaining representative by secret ballot and, among other basic labor provisions, would allow teachers the right to appeal to the state Labor Relations Board during the organizing process.

The hearing was the first of three to be held; the other two are planned for Pittsburgh and Philadelphia. Those hearings have not yet been scheduled.

Further information about the situation in Scranton may be accessed at [www.sdact.com/blog](http://www.sdact.com/blog).



*NACST President Rita Schwartz with PA AFL-CIO President Bill George at the June 2008 Wilkes-Barre rally supporting SDACT and PA House Bill 2626*

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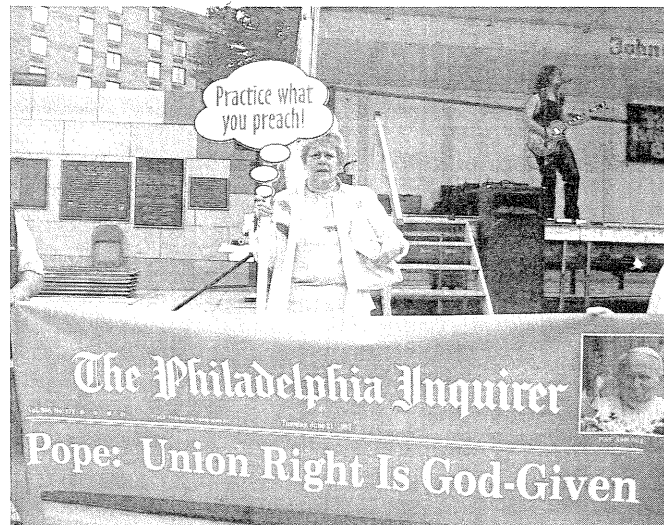
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*NACST President Rita Schwartz at the Wilkes Barre Rally*

## Why Unions?

People with the same concerns often get together to talk and look for answers.

That's exactly what a union is all about.

American workers have been joining together in democratic unions since the end of the 18th century.

Collective bargaining remains a uniquely American success story.

The way that unions address the most direct needs of their membership is through labor-management negotiations, sitting at a bargaining table with the employer.

Contracts are bargained by democratically elected union representatives who come to the table as equals of their management counterparts.

Through the give and take of the bargaining process, they establish equitable wages, working conditions, job safety and job security, and a system for resolving disputes - a grievance procedure.

*from AFL-CIO publications # 164 & P-189-0892-350*

*from the President...*

**LABOR DAY 2008: SO MANY QUESTIONS** [cont'd from p.1]

teachers from unionizing? Why have other bishops refused to continue recognition of and collective bargaining with long-established unions?

To be more specific; Why did Archbishop Burke of St. Louis totally ignore the rights of his elementary teachers and further violate the social justice teachings with the statement "Neither the Archdiocese nor individual parishes will recognize or bargain collectively with any organization as a representative of the teachers"? Quite a double standard since the Archdiocese of St. Louis recognizes and negotiates with the high school teachers' union?

Why, after privatizing the archdiocesan high schools in Boston, did Cardinal O'Malley refuse to recognize the union that had represented the teachers in these schools for thirty years and mandate, instead, that any teacher wishing a job in the privatized schools sign a document stating that they were employees at will who can be fired with or without cause?

Why did Bishop Martino, after assuring the Scranton Diocese Association of Catholic Teachers that the teachers would have the opportunity to vote for union representation once the regionalization of the elementary and high schools was completed, break his word? And, not only did he deny the teachers their church-championed rights, he further compounded his sin by forming his own company

union.

These bishops know well the teachings of our Church; they just choose not to follow them. In fact, Pope Benedict XVI's recent speech before the United Nations pinpoints exactly where their heads should be. "Since rights and the resulting duties follow naturally from human interaction, it is easy to forget that they are the fruit of a commonly held sense of justice built primarily upon solidarity among the members of society, and hence valid at all times and for all peoples. This intuition was expressed as early as the fifth century by Augustine of Hippo, one of the masters of our intellectual heritage. He taught that the saying: 'Do not do to others what you would not want done to you' cannot in any way vary according to the different understandings that have arisen in the world' (De Doctrina Christiana, III, 14).

As I continue to work every day to resolve certain bishops' severe case of selective amnesia, I am more firmly convinced than ever that it is these bishops who are out of sync. It is bishops like these that make a union imperative for those employed by the Church.

I urge the many unorganized teachers in dioceses across the United States to contact the National Association of Catholic School Teachers and let us assist you as you work with the employer Church to achieve union recognition and collective bargaining, rights long supported by our Church.



*Affiliated Locals*

**Altoona Johnstown Catholic  
School Teachers Association**  
(Diocese of Altoona Johnstown  
PA)  
Richard Hatch

**Association of Catholic  
Teachers**  
(Archdiocese of Philadelphia  
PA)  
[www.act1776.com](http://www.act1776.com)  
Rita Schwartz

**Association of Catholic  
Teachers**  
(Diocese of Syracuse NY)  
Bernadette Kapps

**Catholic Teachers Union -  
NJ**  
(Diocese of Camden NJ)  
[www.ctunj.com](http://www.ctunj.com)  
Bill Blumenstein

**Central Ohio Association of  
Catholic Educators**  
(Diocese of Columbus OH)  
[www.coace.com](http://www.coace.com)  
Kathleen Mahoney

**Cleveland High School  
and Academy Lay  
Teachers Association**  
(Diocese of Cleveland OH)  
Michael DeSantis

**DELTA**  
(Diocese of Worcester MA)  
Jonathan Meagher

**Diocesan Elementary  
Teachers Association**  
(Diocese of Buffalo NY)  
Sue Manzella

**Federation of Pittsburgh  
Diocesan Teachers**  
(Diocese of Pittsburgh PA)  
Russ DelVecchio

**Greater Hartford Catholic  
Education Association**  
(Archdiocese of Hartford CT)  
Paul Fitzpatrick

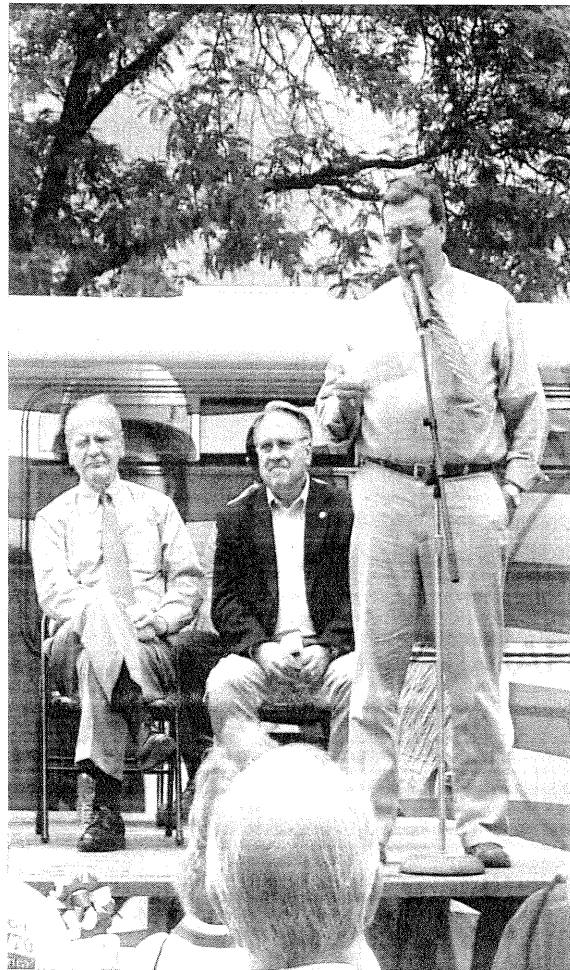
**Greensburg Diocesan  
Teachers Association**  
(Diocese of Greensburg PA)  
Kreg Mendus

*Among the basic rights of the human person must be counted the right of freely  
founding labor unions.*

*These unions should be truly able to represent the workers and to contribute to the  
proper arrangement of economic life.*

*Another such right is that of taking part freely in the activity of these unions without  
risk of reprisals.*

**(#68, *Gaudium et Spes*,  
*Vatican II*)**



*SDACT President Mike Milz at the Wilkes-Barre Rally*

2007-2008 Lay Teachers' Salaries

diocese	Basic Scale with BA/BS			Basic Scale with M/A equivalent		Top Salary			Tuition Charged		comment
	starting	maximum	#steps to reach max	starting	maximum	beyond MA	# credits or degree	# steps to reach	elementary	secondary	
Hartford CT diocesan secondary	30500-33830	48576-56070	14	32500-36070	57552-64992	62037-72010	MA+30	16	NA	11000	5
Worcester MA diocesan elem & secondary	32357	59092	19	34857	61592	63092	2MA	19	3500	7000	1
St. Louis MO diocesan elementary	25000	40010	27	25700	49787	52433	MA+30	34	1765-4616	NA	1
St. Louis MO diocesan secondary	26080	39427	21	27380	54999	55883	MA+30	31	NA	5593-7450	1
Camden NJ diocesan secondary	29225	64364	33	31293	66432	68499	Ph D	33	NA	6200	1
Trenton NJ St. Denis elementary	28882	45107	20	29882	46107	NA	NA	NA	3890	NA	1
Trenton NJ Holy Cross High School	34100	65077	46	34550	65849	66790	MA+30 or Ph D	46	NA	7000	1
Trenton NJ St. John Vianney High School	27258	55590	31	28741	57202	58812	Ph D	31	NA	9000	1
Buffalo NY private secondary	22433-26142	46752-55040	20-40	22433-27194	46752-56578	NA	NA	NA	NA	4500-7000	5
Cleveland OH diocesan secondary	27400	45210	32	29592	56992	59184	Ph D	32	NA	6000-8200	1
Columbus OH diocesan elem & secondary, Franklin County	29714	48697	30	35720	59281	64718	Ph D	30	2350-4250	5950-6790	1
Youngstown OH parish elementary	16800-23550	33600-46848	30-36	18144-24877	36288-48476	38976-50103	MA+15 - MA+30	30-35	1875-2380	NA	5
Youngstown OH diocesan secondary	28400	46210	30	30500	51250	53350	MA+30	30	NA	4975-5550	1
Altoona PA diocesan secondary	17500	36000	NA	18000	36500	NA	MA+30	-	NA	4550-5300	1
Philadelphia PA diocesan secondary	33300	64390	33	33800	65190	65830	Ph D	33	NA	4500	1
Pittsburgh PA diocesan secondary	28849	62327	32	29849	63857	64957	Ph D	32	NA	7000	1

Comments

1. There is one salary scale that is standard for the school(s) being reported.
5. Salaries vary from school to school; therefore, numbers reflect the lowest school and the highest school being reported - all other schools fall between these

Affiliated Locals

**NACST @ St. John Vianney**  
(Diocese of Trenton NJ)  
Judith Cumbia

**Queen of Peace H.S. Lay Teachers Association**  
(Archdiocese of Newark NJ)  
Kathy Kiszka

**St. Denis Teachers Association**  
(Diocese of Trenton NJ)  
Janne Darata

**St. Joseph's Teachers Association**  
(Archdiocese of Newark NJ)  
Darlene Fisher

**St. Louis Archdiocesan Teachers Association**  
(Archdiocese of St. Louis MO)  
Patricia Spellman

**St. Rose Teachers Association**  
(Diocese of Trenton NJ)  
Shelia Langon  
Jane Magovern

**St. Teresa Educators Association**  
(Diocese of Harrisburg PA)  
Deborah Foote

**Scranton Diocese Association of Catholic Teachers**  
(Diocese of Scranton PA)  
[www.sdact.com](http://www.sdact.com)  
Michael Milz

**Secondary Lay Teachers Association**  
(Diocese of Buffalo NY)  
Doug Bowers

**Union County Catholic Education Association**  
(Archdiocese of Newark NJ)  
Marc Berger

**Youngstown Confederation of Diocesan Teachers**  
(Diocese of Youngstown OH)  
Barbara Demesko

## Negotiations Updates

**ACT [Philadelphia]** - Financial Early Bird produced a new contract on May 28 with raises of \$1,750, \$1,900 and \$2000 - increases in stipends for Department Heads and other curricular positions - class size lowered - more money available for Educational Grants.

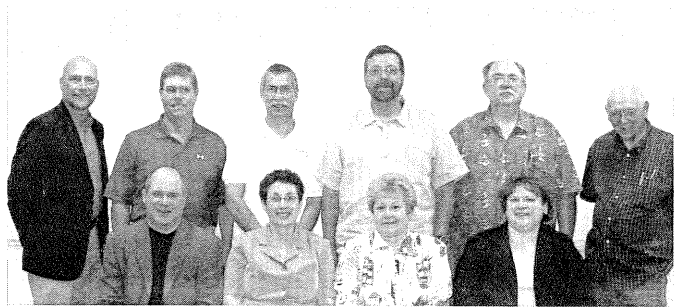
**GCTA [Greensburg PA]** - new 6 year contract - annual raises \$1400 in first year, increasing \$50 each year through the contract; voluntary early retirement incentive increase from \$15,000 to \$20,000 at age 60; sick day buy out increase to \$50 per day up to 180 days

**ACT at Holy Cross [Delran NJ]** - teachers ratified a new 4 year contract with raises of \$1,600, \$2000, \$1,600 and \$2,000 - establishment of an early retirement window.

**YDCT [Youngstown OH]** - teacher/administrator committees have been set up and are now meeting - the union/schools are using interest based bargaining - the current contract expires in August 2009

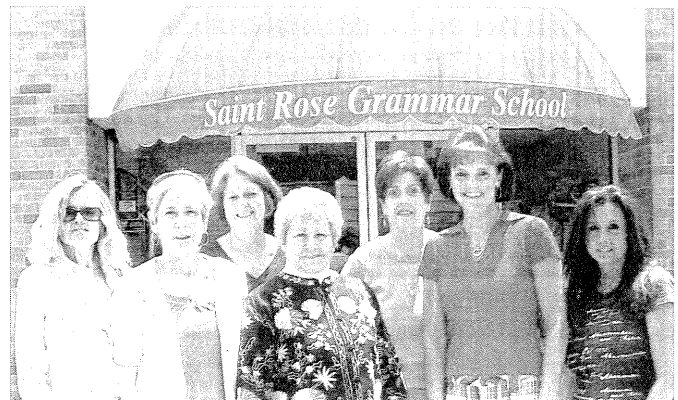
**CTU [Camden NJ]** - the union has made an early request for a contract extension, with all non-compensation provisions remaining the same and increases of 4.75% each year for salaries and contracted stipends, a similar request last year was rejected by the schools, the current contract expires in August 2009

*Meeting in Pittsburgh of NACST affiliates from Pennsylvania to plan strategy for passage of PA House Bill 2626*

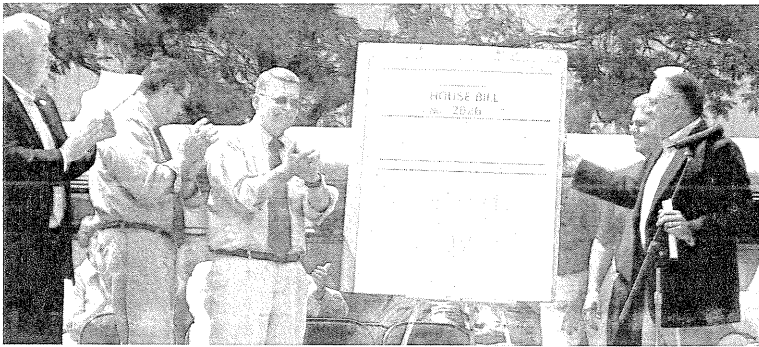


*President Rita Schwartz, Secretary-Treasurer Bill Blumenstein, GHCEA President Paul Fitzpatrick and GHCEA Team Members at Negotiations Workshop in Hartford CT*

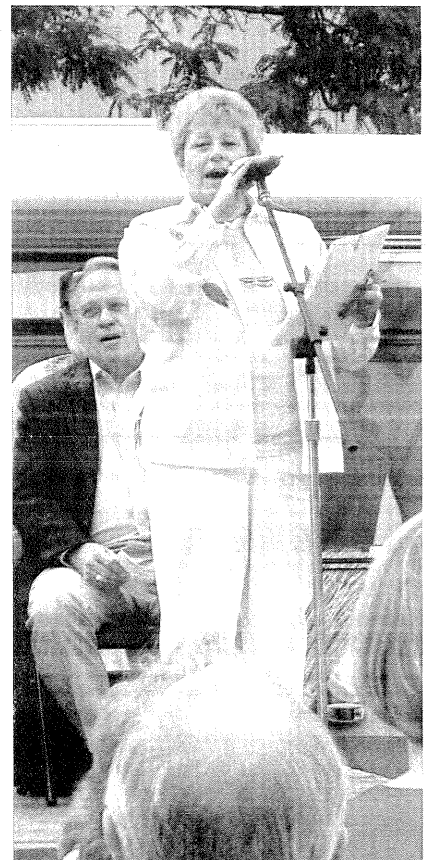
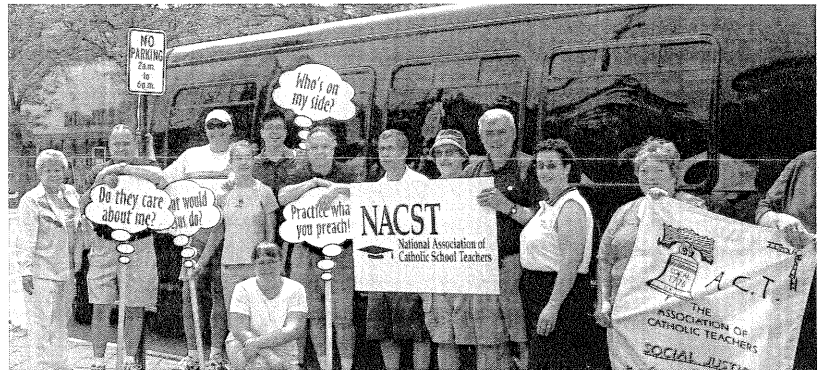
*St Rose Teachers' Association (Belmar NJ) Negotiating Team Members with NACST President Rita Schwartz after reaching agreement on new three year contracts covering teachers and aides*



# Union Members & Supporters at the June 2008 Wilkes-Barre Rally



*PA House Bill 2626 unveiled at the rally*



*from the editor...*

### **Editorial: Catholic Teacher Unions - Look to the Future**

Lay teachers make up 93% of U.S. Catholic elementary and secondary school faculties.

As professionals committed to the American tradition of parochial education, we serve both our students and the Church when we negotiate terms and conditions of employment which give incentives to keep dedicated teachers in our schools.

To unionize is to look to the future of U.S. Catholic school education.

When teachers organize for purposes of collective bargaining, we put into practice the labor principles extolled in Catholic social justice teaching.

From the first unions established more than forty years ago, every Catholic school contract has recognized the distinction between religious matters appropriately determined by hierarchical authorities and secular matters appropriately determined by educational professionals working in the Catholic schools.

Catholic school teacher unions are not in the business of establishing or changing religious doctrine, values, or practices.

We are in the business of working for the future of the American Church.

The scandalous actions perpetrated by the Scranton diocese clearly indicate the need for all Catholics to act on behalf of the Church's social justice theology.

NACST encourages all Catholic school teachers to organize and work to guarantee the ongoing valuable tradition of parochial education.

## **SDACT Redress**

Addresses for the Scranton bishop and the Vatican's U.S. representative

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His Excellency, Archbishop Pietro Sambi  
Apostolic Nuncio to the United States  
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Washington, DC 20008

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