

**Reilly Scholarship
Winners**

Winners of the 2013 John J. Reilly Memorial Scholarships have been chosen from a field of more than a dozen nominated high school seniors.

The scholarships are awarded annually to help defray the cost of a college education for outstanding children of NACST members.

The students will receive \$1000 in each of their four years of study, making each scholarship a \$4000 value over each student's course of collegiate studies.

Congratulations to the winners of the 2013 Reilly Scholarship:

Victoria R. Barnhouse, YDCT,
Youngstown

Theresa E. Berger, COACE,
Columbus

Sarah Gillespie, GHCEA,
Hartford

The scholarships are awarded in remembrance of John J. Reilly, the founding President of NACST.

NACST Convention

The 35th Annual NACST Convention/Conference will be held October 11-13, 2013 in Washington, D.C.

Keynote speakers are Charles Russo, Interim Director Doctor of Educational Leadership Program, University of Dayton, and attorneys Bruce Endy & Martin Milz, with the Philadelphia labor firm Spear, Wilderman.

Dr. Russo last addressed the NACST Convention in 2008. Mr. Endy & Mr. Milz have worked extensively with NACST and various locals in negotiations and processing of grievances. They presented information on the use of social media by employees at the 2012 Convention in Buffalo.

Convention business includes Reports of Locals , the annual State of the Union President's Report and discussion of local union issues.



*At the 2012 NACST Convention
[from left] attorney Bruce Endy, NACST President Rita Schwartz
and attorney Martin Milz*

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2013 Local Negotiations: St. Denis Elementary School

St. Denis Teachers' Association finally signed their new agreement on August 29, 2013.

Our pastor had no problem with the proposals we presented when we opened negotiations in June, but since he was new to the negotiating process, he thought it best to submit everything to the diocese.

That caused a two month delay, with the diocesan attorney insisting on making changes to the "School Closure" Article which would have resulted in the contract being "null and void as of the last day of school in the event of closure."

Fortunately, we stuck to our guns and justice prevailed.

We signed a three year contract, maintained all of our benefits, including a fully paid medical, dental and prescription plan, and reimbursement for up to 10 unused sick days.

We will receive a 1.5% raise per year for the next three years, and in the event of closure, a severance package based on years of service in addition to 12 weeks of unemployment compensation from the diocese.

Janne Darata
SDTA President



The members of the Queen of Peace Negotiating Team meet prior to a Negotiating session.

From left Lynn McGill; QofP President and Chief Negotiator, Kathy Kiszka; NACST President Rita Schwartz and Janet Fusco.

from the President...

**LABOR DAY 2013:
ACTIONS SPEAK LOUDER THAN WORDS**

In the U.S. Bishops' 2013 Labor Day Statement, Bishop Stephen E. Blaire, Chairman of the USCCB Committee on Domestic Justice and Human Development, speaks for his fellow bishops when he says "We all have a responsibility to promote the dignity of work and to honor workers' rights."

I have always strongly believed that actions speak louder than words. So, let's see how the U.S. Bishops' words are being put into practice. For example, how are teachers at Queen of Peace High School in North Arlington, New Jersey having their dignity observed and their rights honored.

Negotiations for a new contract have been on-going since January. The school administration has been adamant that the \$200,000 deficit needed to be erased immediately. Their solution was to cut their teachers' wages between 6.5% and 9.5% and increase their medical contribution. The Queen of Peace High School Lay Teachers Association offered a salary freeze and increased medical contributions. The Union found the average loss of \$6,000 more than a little punitive for teachers who have devoted decades of their lives to Catholic education.

The most alarming part of the school's proposal was the overt threat to take away the teachers' jobs. In an email to the Queen of Peace Community, the school principal made it quite clear: "However, if faculty members decide not to accept the terms of the agreement, then in accordance with labor laws we will regrettably be forced to replace them."

Several previous USCCB Labor Day Statements have denounced the replacement of workers. "A growing threat to workers' security is the hiring of permanent replacements for striking workers during labor-management disputes. Labor unions have been and continue to be the vehicle for millions of workers to defend their dignity, protect their rights and ensure that their work provides a decent living for their families. Catholic social teaching supports the labor movement in its efforts to offer real participation in the economy for workers and their families. Our tradition contradicts those who dismiss the positive role of genuine collective bargaining or undermine its effectiveness through anti-union measures such as the permanent replacement of striking workers."

It might be interesting to mention at this point that the Union's letter to the Archbishop of Newark, John Meyers, asking for his intervention, remains unanswered.

Our bishops instruct us that we cannot be "cafeteria Catholics." We cannot select which teachings we will follow and which we will ignore. Well, that goes for bishops and their fellow priests too. Taking thousands of dollars away from Catholic teachers and their families while threatening to fire them if they don't agree to these Draconian terms stands in direct contradiction to Catholic social teaching and gives an extremely hollow ring to the exhortations contained in the Bishops' Labor Day Statements.

As we all return to our students for the new school year, let us keep in mind that we cannot just give lip service to the teachings of our Church.

Happy New School Year to everyone.



from the Editor ...

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(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)
Thomasine Rose

Negotiations 2013: A New Wave of Administrators?

At the third negotiation session in one high school in the Camden, NJ diocese, union negotiators were caught off guard when the newly-appointed school President offered to open the school's financial records for union review. The school was asking that teachers take a salary freeze because of the school's poor finances. Following inspection by the union's accountant, the teachers settled on a one-year salary freeze in order to give the new President an opportunity to correct past mismanagement and put the school on a more sound financial footing.

At another high school in the same diocese negotiations proceeded in the usual adversarial manner until that school's President [who hadn't been involved in negotiations before then] took over from the school's attorney and negotiated a solid four-year contract with acceptable salary increases.

At St. Denis elementary school in Manasquan NJ the new pastor and teachers negotiated a fair agreement for teachers, which wouldn't burden the school or parish. It was then reviewed by the diocesan attorney who threw a wrench in the process by proposing language punishing teachers who would be at the school if, as none of the teachers or the pastor would want, the school should close. The local pastor overruled the attorney and the union and school agreed on a fair contract.

For the first thirty years of negotiations between Catholic school teacher unions and their diocesan/local administrators, the common practice has been for administrators to use attorneys from antagonistic anti-union law firms.

The new school administrators in the schools noted above are not using the same playbook that unions have faced for those years.

At the same time, the Queen of Peace experience shows that not all current school administrators are ready to give up the long tradition of union-teacher bashing which has marked negotiations too often.

The new administrators are making collaboration and respect for teachers part of their business models.

On our part, the unions have always looked to be partners with administrators for the good of our schools and the dignity of our teachers.

The time has come to put aside the old ways and to work together for our schools.

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