



Writer's Direct Dial: 412.562.2518
Writer's FAX: 412.562.2574
E-mail: dkovalik@usw.org

October 17, 2012

Mr. Lester Heltzer
Executive Secretary
National Labor Relations Board
1099 14th Street, NW
Washington, DC 20571-001

Mr. Robert W. Chester, Regional Director
Region 6
National Labor Relations Board
William S. Moorhead Federal Building
1000 Liberty Avenue, Room 904
Pittsburgh, PA 15222

**Re: Case No. 06-RC-080933
Duquesne University of the Holy Spirit, Employer v.
United Steel, Paper and Forestry, Rubber, Manufacturing,
Energy, Allied Industrial and Service Workers International
Union, AFL-CIO/CLC, Petitioner**

Gentlemen:

Please find enclosed a document in support of Petitioner Union's position, as set forth in "Petitioner Union's Motion to Dismiss Employer's Objections and Employer's Motion for Evidentiary Hearing, Vacation of Election and Dismissal of Petition," that Duquesne's religious exemption defense is without merit.

Thank you.

Sincerely,

Daniel M. Kovalik
Senior Associate General Counsel

Enclosure

cc: Arnold E. Perl
aperl@glankler.com

Andre B. Mathis
amathis@glankler.com

Virginia Scott
virginia.scott@nlrb.gov



Association of Pittsburgh Priests • Box 2106 • Pittsburgh, PA 15230

A Statement in Support of the Adjunct Faculty at Duquesne University

October 2012

Addressed to: Edward J. Dougherty, Ph.d., President Duquesne University

Rev Jeffrey Duaine, C.S.Sp., US Provincial, The Spiritans

Marie Mille Jones, Esq, Chairman of the Board, Duquesne University

Most Rev. David Zubik, Bishop of Pittsburgh

Dr. Robin J. Sowards, Duquesne University. Adjunct Faculty Association

From : The Association of Pittsburgh Priests meeting in Pittsburgh, October 8, 2012

As we celebrate approach the 50th anniversary of the opening of the Vatican II Ecumenical Council this month, we believe that it is both appropriate and necessary to question and challenge recent assertions by Duquesne University that it should be granted a "religious exemption," from the sanction and procedures of U.S. labor law in order to block adjunct teaching faculty's ability to organize, form a union, and collectively bargain. The university's position is particularly painful given Duquesne's acceptance of unions outside the academic disciplines, its history of promoting unions and labor education in the past, and especially the legacy of Monsignor Charles Owen Rice, one of the university's most influential graduates and namesake for an annual endowed lecture on Catholic social teaching.

The Second Vatican Council represented a confident and robust attempt by the church to confront the world in a spirit of generosity and tolerance and thereby transform the world into a more peaceful and just place. The Council's pastoral constitution "The Church in the Modern World," asserts the interdependence of person and society, along with the necessity of promoting the common good. In discussing the principles governing economic life as a whole.

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Mission Statement: The Association of Pittsburgh Priests is a diocesan-wide organization of ordained and non-ordained women and men who act on our baptismal call to be priests and prophets. Our mission is to carry out a ministry of justice and renewal, rooted in the Gospel and Spirit of Vatican II, in ourselves, the Church and the world.

The Council asserts: "Among the basic rights of the human person must be counted the right of freely founding labor unions...without risk of reprisal." The document states that this fundamental right to a freely organized labor organization is rooted in the need for "the active participation of everyone in the running of an enterprise...workers themselves should have a share also in controlling these institutions, either in person or through freely elected delegates."

Justice cries out for Catholics who still affirm the spiritual optimism and joy of Vatican II to consider the state of full-time adjunct faculty at Duquesne and other local institutions. A full-time adjunct with an advanced degree teaching a full faculty load of eight classes in two semesters will earn less than \$25,000 a year and not receive any health care benefits. Given the steadily climbing costs for students, the tuition money paid by a single student for a single class will pay the adjunct's remuneration for teaching the same class. Classes are normally authorized for a minimum of ten students, so the worker's share is 10% or often substantially less. Top administrative personnel make up to 22 times as much as these adjuncts!

What makes this situation more acute is that many if not most of these young teachers are carrying enormous debt loads as a result to the escalation of the cost of a university education growing at twice the level of inflation for decades. How do these young faculty, teachers of the future generations of Catholic educated professionals, speak with a straight face about Catholic social teachings about economic justice?

Signed by APP Duquesne Alumni