

Some Suggested Talking Points

- The employees of religiously-affiliated schools are the only Pennsylvania workers that lack the protection of federal and state labor laws. This is something which is innately unfair and un-American. No one should be relegated to second-class citizenship simply because they work for a religious employer.
- The legislation will return to the employees of religiously-affiliated schools their Constitutional rights of freedom of assembly and free association – rights upon which unionization is based.
- The legislation will allow the employees of religiously-affiliated schools to achieve the dignity that comes with becoming equals in the collective bargaining process.
- The legislation will provide the employees of religiously-affiliated schools with the justice that ensues from the right to bargain for their wages and conditions of employment.
- The legislation will provide opportunity for the employees of religiously-affiliated schools to bargain for improvements in the curriculum, course offerings, scheduling and class size.
- HB 26 will not present a conflict with the constitutional separation of Church and state. The Bill is modeled on legislation that has been in place in the state of New York since the 1960's. Research has shown that the New York Labor Board has never been asked to rule on an issue involving religious teaching, doctrine or dogma. All unfair labor practice filings involved labor issues that would affect any employee-employer relationship.
- Pennsylvania's laws should apply to everyone equally. Either there should be laws that give everyone a right to form a union or no one should have such a right.