



AFL-CIO

**San Mateo Central Labor Council**

**Resolution in Support of Serra High School Teachers**

**WHEREAS**, The Catholic Church and Archdiocese of San Francisco are part of the mosaic that make up San Mateo County;

**WHEREAS**, Serra High School in San Mateo County has provided our children with excellent education, preparing them as critical thinkers who celebrate the values of diversity, inclusivity, compassion, social responsibility and respect for the innate dignity of all individuals;

**WHEREAS**, The mission of Serra High School has been made possible by the dedication and professionalism of the faculty and staff who have provided a safe and rich environment in which young people can explore and enjoy the free exchange of ideas, and discover their full potential;

**WHEREAS**, The Archbishop of San Francisco's recent proposals to change the Collective Bargaining Agreement by inserting language that subjects teachers to the "ministerial exception" represents an attack on the labor rights and legal protections of teachers;

**WHEREAS**, The Archbishop of San Francisco's recent proposed changes to the Faculty Handbook seek to impose his own morality standards on teachers, employees and students, that condemn homosexuality as contrary to "natural law," contraception as "intrinsically evil," and the use of assisted reproductive technology as "gravely evil," among other clauses that require every staff member to "conduct their lives so as not to visibly contradict, undermine or deny these truths;" and

**WHEREAS**, such referenced "morality clauses" raise serious concerns about how they would impact a teacher's personal life, and most importantly, the lives of the students they help to teach, nurture, and grow; and

**WHEREAS**, The proposed language affects not only educators, but students, their families and the entire San Francisco community; and

**WHEREAS**, These proposals are contrary to the shared San Mateo values of non-discrimination, women's rights, inclusion, and equality for all humans; and

**WHEREAS**, The specific proposed language raises serious workers' rights concerns around discrimination, the right to privacy, and the right for any individual to conduct their personal life however they choose, so long as it is not detrimental to their role as an educator; and

**WHEREAS**, San Francisco is known around the world as a place of inclusion, tolerance, and acceptance for individuals and their life choices, regardless of religion, sex, sexual orientation, or beliefs; therefore, be it

**RESOLVED**, That the San Mateo County Central Labor Council recognizes the extraordinary contribution of educators and administrators in our Catholic Schools in the lives of young men and women in San Mateo; and, be it

**FURTHER RESOLVED**, That the San Mateo Central Labor Council expresses its profound concern about the Archbishop's efforts to impose morality clauses and language in the contract and Faculty Handbook that threatens teachers, students and the San Mateo community; and be it

**FURTHER RESOLVED**, That the San Mateo Central Labor Council will communicate with Archbishop Cordileone and urge him to withdraw the proposed language and to pursue contract terms with their educators that respect teachers' labor, civil and human rights, inside and outside the workplace; and be it

**FURTHER RESOLVED**, That the San Mateo Central Labor Council urges its affiliates to demonstrate public support of Serra Catholic High School teachers as they seek a just settlement at the bargaining table.

Adopted by the San Mateo County Central Labor Council on April 27, 2015