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CONFERENCE
THE THEOLOGY OF WORK AND THE DIGNITY OF WORKERS

FOREWORD
DAVID L. GREGORY†

On All Souls’ Day, November 2, 1987, Cesar Chavez, founder of the National Farm Workers Association—later, the United Farm Workers (“UFW”)—discussed the evils of pesticides with a standing-room-only audience at St. John’s University. Despite sharp disagreements between their union and the UFW in that era, even officials from the International Brotherhood of Teamsters joined the crowd in applause and lauded Chavez for his moving words. Afterward, Cesar told me that his brief sojourn at St. John’s had been one of the most gratifying, engaging days he had enjoyed in years.

A quarter-century later, on March 18 and 19 of 2011, St. John’s was the site of another landmark event: the Conference—and subject of this Symposium Volume of the Journal of Catholic Legal Studies—“The Theology of Work and the Dignity of Workers.”† Clergy, scholars, union representatives, and attorneys from diverse—even divergent—perspectives gathered for dialogue and exchange regarding the singular adversities facing workers around the world today.

And as that day in November 1987 demonstrates, this Conference is not the first time these themes have been explored at St. John’s; rather, the worker and his or her rights have been

† Dorothy Day Professor of Law, St. John’s University School of Law; Conference Chair, “The Theology of Work and the Dignity of Workers,” Mar. 18–19, 2011; Executive Director, Center for Labor and Employment Law, St. John’s University School of Law; J.S.D., 1987, Yale Law School.

† March 19, appropriately, is the annual feast day of St. Joseph, the Patron of Workers.
a constant subject of discourse at this institution. For that, I am especially grateful to Rev. Dr. John A. Perricone for continuously breathing vitality into these issues on our campus.

The transcripts and representative papers contained in this Fiftieth Volume of the Journal of Catholic Legal Studies will gratify and engage you; and, more importantly, it will illuminate the struggles of the contemporary worker in light of inviolable principles of justice, dignity, and human rights. To preserve the lively, dialogic quality of the Conference proceedings, the speeches and panel discussions printed here were edited to preserve their conversational tone.

A half-century ago, my father—an illiterate, Appalachian coal miner and moonshiner working in Detroit as a butcher—took me to a parade. It was not nearly as grand as New York City's annual St. Patrick's Day parade, but it was a parade that he knew I should see. There, I caught a fleeting but indelible glimpse of the Rev. Dr. Martin Luther King, Jr. and Walter Reuther, President of the United Auto Workers—their arms linked—striding down Woodward Avenue under the gaze of what seemed, to a small boy, the entire world. Little did I know it at the time, but that fleeting glimpse inspired my life's work; and this Conference, a half-century later, is a part of that work.

The Scriptures are replete with narratives and parables of work. First and foremost, Genesis' creation account grounds the world's great monotheistic religions' Theologies of Work. In addition, the Hebraic Scriptures and Mishnaic tradition remind us that Sodom and Gomorrah treated workers unfairly, the poor unkindly, and outsiders inhospitality. The Catholic theology of work is fulfilled in Jesus Christ: Rabbi, Prophet, and King; in

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3 Ezekiel states, "[Sodom] had pride, excess of food, and prosperous ease, but did not aid the poor and needy." Ezekiel 16:49 (New Revised Standard). Talmudic scholars such as Abraham Ibn Ezra (1092–1167) considered failure to share riches, cruelty to the poor, refusal to help the needy, public leaders' greed and selfishness, the outlawing of helping the poor, and judicial robbery as reasons for Sodom and Gomorrah's destruction. See HARVEY J. FIELDS, VOLUME ONE: GENESIS: A TORAH COMMENTARY FOR OUR TIMES 50 (1990); see also infra note 7 (discussing immigration's significance to these questions and texts).
4 John integrates Jesus' vocation as teacher with his ministry and salvific function. See John 1:36–39 ("[John] watched Jesus walk by, [and] exclaimed, 'Look, here is the Lamb of God!' . . . Jesus turned and saw them following, [and] he said to
contemporary terms, these roles of Christ are fulfilled in knowledge-based analytical and intellectual work. And yet carpentry, an indispensable craft, lent Jesus immediate credibility with the workers who followed Him and was key to his ministry, occupation as teacher, and eschatological significance. Benedictine monasticism, the Catholic Worker, and Opus Dei are but three further manifestations of work as an instrument of sanctification in the contemporary world.

The dignity of workers seems a self-evident proposition; that is, no one seriously argues in public against workers’ right to dignity. Yet, the Obama Administration asserts that unions are “under assault.” Wage and hour claims proliferate. Millions of workers do not earn just wages. Structurally underfunded public-sector pensions threaten to bankrupt state governments and leave public-sector workers and retirees bereft. The minimum wage is woefully inadequate, and the living-wage initiative has had a fitful, faltering contemporary history. Thus, we see the social contract badly shredded in so many quarters.

And, what of the unemployed and the millions of underemployed? Immigration issues also intersect powerfully with this Conference’s themes; the Catholic Bishops, including Bishop Nicholas DiMarzio, are at the forefront of the immigration debates, advocating for immigrants’ rights. And yet for those immigrants and non-immigrants fortunate enough to them, ‘What are you looking for?’ They said to him, ‘Rabbi’ (which translated means Teacher), ‘where are you staying?’ [Jesus] said to them, ‘Come and see.’”).

In Matthew, Jesus inaugurates his ministry by calling two workers in the midst of plying their trade. See Matthew 4:18-19 (“As he walked by the Sea of Galilee, he saw two brothers, Simon, who is called Peter, and Andrew . . . , casting a net into the sea—for they were fishermen. And [Jesus] said to them, ‘Follow me, and I will make you fish for people.’”).


Genesis contrasts the generosity of Abraham, who bargained for the lives of the few good in Sodom, with the hatred of the Sodomites toward foreigners. Compare Genesis 18:23-32 (depicting Abraham’s intercession for the good in Sodom: “Abraham . . . [spoke to God, saying,] ‘Will you indeed sweep away the righteous with the wicked?’ . . . [And God] answered, . . . ‘For the sake of ten [righteous] I will not destroy [the city].’”), with id. at 19:4-9 (“[A]l the people to the last man [said of Abraham] . . . ‘This fellow came here as an alien[!]’ . . . and [they] came [at] the door to break it down.’”). Consider, further, the contrast drawn between this hate and Lot’s attitude toward Abraham and his coterie—insisting over their protests on providing them room and board. See id. at 19:3.
work, many report that they are working beyond exhaustion, holding down two, even three, jobs in chronic sleep deprivation. Leisure and time with family and friends has become more elusive than ever.

The challenges and opportunities are manifold. How does the theology of work inform the dignity of workers? How can we realize timeless truth in our time? In the spirit of Cesar Chavez, how can we go in peace to make peace?

May your heart’s desire—and the vocation that brings you to this Conference’s proceedings—be renewed for the important work ahead.

For your reflection and enjoyment, I offer the following scriptural, magisterial, scholarly, and popular words to provide overarching themes within which to situate this Conference’s proceedings:

- "Come to me, all you that are weary and are carrying heavy burdens, and I will give you rest. Take my yoke upon you, and learn from me; for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy, and my burden is light."\(^8\)

- "That the spirit of revolutionary change, which has long been disturbing the nations of the world, should have passed beyond the sphere of politics and made its influence felt in the cognate sphere of practical economics is not surprising. The elements of the conflict now raging are unmistakable, in the vast expansion of industrial pursuits and the marvellous discoveries of science; in the changed relations between masters and workmen; in the enormous fortunes of some few individuals, and the utter poverty of the masses; the increased self reliance and closer mutual combination of the working classes; as also, finally, in the prevailing moral degeneracy. The momentous gravity of the state of things now obtaining fills every mind with painful apprehension; wise men are discussing it; practical men are proposing schemes; popular meetings, legislatures,

\(^8\) Matthew 11:28–30 (internal quotation marks omitted).
and rulers of nations are all busied with it—actually there is no question which has taken deeper hold on the public mind.”

- “While reflecting on the theme of work, it is appropriate to recall how important it is that labour unions—which have always been encouraged and supported by the Church—should be open to the new perspectives that are emerging in the world of work.”

- “Jesus stumbling through the streets
  On the road to Calvary
  Nailed high to testify
  With other local thieves.
  And as they hung there dying
  One asked ‘what lay beyond?’
  ‘That all depends,’ the master said,
  ‘Which side are you on?’”

- “Let’s drink to the hard working people
  Let’s drink to the salt of the earth
  Let’s drink to the two thousand million
  Let’s think of the humble of birth.”

- “Money speaks for money, the devil for his own
  Who comes to speak for the skin and the bone?
  What a comfort to the widow, a light to the child
  There is power in a union.”

- “You can figure out the entire political and economic picture by looking at one single employment relationship. Go ahead, . . . take a look . . . ‘Dreiser said the favorite drama of the American people is the story of a murder trial. Nineteen twenty-five he said

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9 LEO XIII, ENCYCLICAL LETTER RERUM NOVARUM ¶ 1 (1891).
10 BENEDICT XVI, ENCYCLICAL LETTER CARITAS IN VERITATE ¶ 64 (2009).
11 Arlo Guthrie, “Which Side Are You On?” These lyrics represent Arlo Guthrie’s revision of a traditional miners’ anthem.
it. During *that* big money boomtime. Notice he said the favorite drama, not the *real* drama. The real drama? No one wants to talk about it. Work. Wages. Hours. Conditions of employment. Employment! Listen closely to what people talk about—it's what people talk about almost all the time.’”

- “Let’s have Christ for President
  Let us have him for our King
  Cast your vote for the Carpenter
  That you call the Nazarene.
  The only way we can ever beat
  These crooked politician men
  Is to run the money changers out of the temple
  And put the Carpenter in.
  Oh it’s Jesus Christ for President
  God above our King
  With a job and a pension for young and old
  We will make hallelujah ring.”

14 LAWRENCE JOSEPH, LAWYERLAND 121, 127 (1997).
15 Billy Bragg & Wilco, “Christ for President,” Mermaid Avenue (Elektra/Wea, 1998) (interpreting and recording un-recorded lyrics from Woodie Guthrie’s journals).
Jack T. Ahern, Business Manager and Financial Secretary, International Union of Operating Engineers

John (Jack) T. Ahern is the Business Manager and Financial Secretary of the International Union of Operating Engineers ("IUOE") Local 30 and the former President of the New York City Central Labor Council, AFL-CIO, the nation's largest regional labor council. Between 2006 and 2008, Jack served as the Executive Vice President of the Central Labor Council and was responsible for the fiduciary and organizational duties of the New York City umbrella labor organization.

Raised in Brooklyn, the son and grandson of union carpenters, Jack became involved in the trade union movement with his first job in the New York City public school system when he joined Local 74 of the Service Employees International Union. In 1974, Jack joined IUOE Local 30 as an apprentice and rose steadily within the union, ultimately becoming Local 30’s leader.

As labor's leading representative in New York City, Jack was appointed Co-Chair of New York City Comptroller John Liu's Task Force on Public Benefit Agreements, charged with reviewing best practices and drafting a framework on a more effective and equitable process to guide public subsidized economic development projects. More recently, Jack, with AFL-CIO President Richard Trumka, has led the fight for strong Wall Street reform and has urged congressional action to protect the average worker in the wake of the economic crisis.
The Most Reverend Stephen E. Blaire was born in Los Angeles in 1941, the twelfth of fourteen children. Bishop Blaire attended St. John's College and Seminary in Camarillo. In April 1967, James Francis Cardinal McIntyre ordained Bishop Blaire to the priesthood, after which he served as Associate Pastor at St. Luke's Church in Temple City, California.

In 1972, Bishop Blaire became a Catholic educator at Bishop Alemany High School in Mission Hills, and then Vice-Principal at Bishop Amat High School in La Puente. In 1977, Bishop Blaire returned to Bishop Alemany as Principal.


In January, 1999, Pope John Paul II appointed The Most Reverend Stephen E. Blaire the Fifth Bishop of Stockton, where he was installed in March at the Cathedral of the Annunciation. Bishop Blaire is Chair of the United States Conference of Catholic Bishops Committee on Domestic Policy and Human Development.
Most Rev. John Michael Botean, DD,
Bishop of the Roman Catholic Eparchy of St.
George the Martyr, Canton, Ohio

The Most Reverend John Michael Botean, DD, is a Bishop of
the Romanian-Greek Catholic Church. Bishop Botean was
named Apostolic Administrator of the Eparchy in 1993 and
named bishop in 1996 by Pope John Paul II.

In 1977, Bishop Botean graduated summa cum laude from
the Honors Philosophy program of the Catholic University of
America. During seminary formation at St. Gregory Seminary,
he studied in the Boston Theological Institute as a student of
Holy Cross Greek Orthodox School of Theology.

Bishop Botean served as co-director of the Pax Christi USA
Center on Conscience and War. He has served for many years as
Catholic co-patron of the American section of the Society of St.
John Chrysostom and participated extensively in the Society’s
conferences in the United States, United Kingdom, and Turkey.
He has been a member of the Ad Hoc Committee on Bishops’ Life
and Ministry and the Committee on Vocations of the United
States Conference of Catholic Bishops. His March 2003 pastoral
letter on the upcoming Iraq war was featured in Neo-Conned!
Just War Principles: A Condemnation of War in Iraq (D. Liam
O’Huallachain et al. eds., 2005). In 2003, he became the first
recipient of the annual St. Marcellus Award of the Catholic Peace
Fellowship.
The eldest of six children, Bishop Conlon grew up in St. Mary Parish, Hyde Park, Cincinnati. In 1970, Bishop Conlon received a B.A. from the St. Gregory Seminary. He completed his Master of Divinity in 1975 at the Athenaeum of Ohio/Mt. St. Mary's Seminary of the West in Cincinnati and was ordained a priest in 1977.

He served as Associate Pastor at Immaculate Heart of Mary Parish until 1982 and Director of the Office of Planning and Research and Assistant Chancellor of the Archdiocese of Cincinnati from 1981 to 1983. After earning the degrees of Doctor of Canon Law and Doctor of Philosophy in 1987 from St. Paul University in Ottawa, he returned to Cincinnati to become the Archdiocese’s Chancellor and Director of its Department of Executive Services. He was installed Bishop of Steubenville in August, 2002.

Bishop Conlon has served as an officer and committee member in the Canon Law Society of America. He is a member of the Serra Club of Steubenville and was appointed to the Board of Trustees of the Pontifical College Josephinum in December of 2002 for a three-year term. In 2007, he was invested into the Equestrian Order of the Knights of the Holy Sepulchre.

Bishop Nicholas DiMarzio was installed as the Seventh Bishop of Brooklyn, which encompasses the Boroughs of
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Brooklyn and Queens, on October 3, 2003. Prior to this assignment, he served as the Bishop of Camden, New Jersey.

The Bishop was ordained in 1970 and has spent his ministry of over forty years in the areas of immigration assistance and refugee resettlement services. He has served as an advocate for refugees and immigrants in political forums and as an administrator of programs to assist refugees and immigrants both within the United States and in many countries throughout the world.

Bishop DiMarzio earned his Ph.D. in Social Work, Research, & Policy at Rutgers University and his S.T.B. from Catholic University. He is a Member of the Vatican’s Pontifical Council for the Pastoral Care of Migrants and the former Chairman of the Catholic Legal Immigration Network. He is also Chairman of the Board of The Center for Migration Studies of New York and has just been appointed to a term as board president for the Migration Policy Institute in Washington, D.C. The Bishop has published numerous papers and speeches and testified before Congress on many occasions.

His Eminence Edward Cardinal Egan, Archbishop Emeritus of New York

His Eminence, Edward Cardinal Egan was born in Oak Park, Illinois, son to Thomas J. and Genevieve Costello Egan. Having earned a Bachelor’s degree in Philosophy from Saint Mary of the Lake Seminary in Mundelein, Illinois, he was sent to Rome to complete his seminary studies at the Pontifical North American College in Vatican City, receiving ordination in 1957. In 1958, he received a Licentiate in Sacred Theology from the Pontifical Gregorian University. He returned to the United States in 1958, briefly serving as curate at Holy Name Cathedral Parish and later as assistant chancellor of the Archdiocese of Chicago and secretary to His Eminence, Albert Cardinal Meyer. In 1960, Cardinal Egan was named assistant vice-rector and
repetitor of Moral Theology and Canon Law at the Pontifical North American College in Vatican City. In 1964, he earned a doctorate in Canon Law, *summa cum laude*, from the Pontifical Gregorian University. He then returned to Chicago, where he served first as secretary to His Eminence, John Cardinal Cody, and later as the co-chancellor of the Archdiocese of Chicago. During this period, he was also the secretary of the Archdiocesan Commission on Ecumenism and Human Relations, and was a member of interfaith boards and commissions of social concern, including the Chicago Conference on Religion and Race, the Leadership Council for Metropolitan Open Communities, and the Interreligious Committee for Urban Affairs. He also participated in ecumenical undertakings, among them the Anglican-Roman Catholic Dialogue of the United States Catholic Conference and the Protestant Episcopal Church of America, the North American Academy of Ecumenists, and the Chicago Ecumenical Dialogue. In 1971, Cardinal Egan returned to Rome as a judge of the Tribunal of the Sacred Roman Rota. The Cardinal served on the Rota until 1985, when he was consecrated a bishop by His Eminence, Bernardin Cardinal Gantin, with His Eminence, John Cardinal O'Connor, Archbishop of New York and His Excellency, the Most Reverend John R. Keating, Bishop of Arlington, as co-consecrators. While in Rome, he was also a professor of Canon Law at the Pontifical Gregorian University; a professor of Civil and Criminal Procedure at the Rota's law school; a commissioner of the Congregation for the Sacraments and Divine Worship; a consultor of the Congregation for the Clergy; and, in 1982, one of six canonists who reviewed the new Code of Canon Law with His Holiness, Pope John Paul II, before its promulgation.

From 1985–1988, Cardinal Egan served as Auxiliary Bishop and Vicar for Education of the Archdiocese of New York. In 1988, Pope John Paul II appointed Cardinal Egan Bishop of the Diocese of Bridgeport, where he oversaw the regionalization of diocesan elementary schools, established Hispanic and Haitian Apostolates, founded a seminary residence for youths considering the priesthood, reorganized diocesan healthcare facilities, and initiated the Inner-City Foundation for Charity and Education. He also established a residence for retired priests and the Haitian Catholic Center in Stamford and a school for children with special needs in Bridgeport. During this time, he also served as Chairman of the Board of Trustees of Saint Joseph
Medical Center in Stamford, the Sacred Heart University in Fairfield, and the Bishop Curtis Homes for the Elderly in fifteen communities of Fairfield County. In addition to his diocesan duties in Bridgeport, Cardinal Egan worked with the National Conference of Catholic Bishops as Chairman of the Board of Governors of the Pontifical North American College; as Chairman of the Committee on Science and Human Values; and as a member of the Committee on Canonical Affairs, the Committee on Education, the Committee on National Collections, and the Committee on Nominations. He also served two terms on the Conference’s Administrative Board. Cardinal Egan is a member of the Board of Trustees of Catholic University of America in Washington, D.C.; Ave Maria School of Law in Florida; and Thomas More College in New Hampshire. He is also Chairman of the Board of Trustees of Catholic Charities of New York; Archdiocesan Healthcare of New York; and Saint Joseph Seminary and Saint John Neumann Seminary Residence and Hall, both in Dunwoodie, New York. He has received honorary degrees from Saint John’s University, Thomas More College, Western Connecticut State University, Fordham University, Manhattan College, the University of Lublin, Cardinal Wyszynski University in Warsaw, Iona College in New York, and the New York Medical College.

In May, 2000, Pope John Paul II appointed Bishop Egan Archbishop of New York. He was installed at the Cathedral of Saint Patrick in June, 2000, by His Excellency, The Most Reverend Gabriel Montalvo, Apostolic Nuncio to the United States. On June 29, he received the archbishop’s pallium in Rome. He has since been named Chairman of the Board of Trustees of the Catholic Near East Welfare Association; Chairman of the Northeast Hispanic Catholic Center, Inc.; Chairman of the New York State Catholic Conference; Bailiff Grand Cross of Honor and Devotion and Conventual Chaplain of the American Association of the Sovereign Military Order of Malta; Grand Prior of the Association of Knights and Ladies of the Equestrian Order of the Holy Sepulchre of Jerusalem; and President of The Bureau of Black and Indian Mission Office in Washington, D.C. In addition, he serves on the Boards of Trustees of the National Shrine of the Immaculate Conception in Washington, D.C., and the Ratisbonne Institute in Jerusalem.
In January, 2001, Pope John Paul II announced Cardinal Egan's appointment to the College of Cardinals. He was elevated in the Consistory in February, 2001, and assigned as his titular church, the Basilica of Saints John and Paul on the Caelian Hill in Rome.

Pope John Paul II and Pope Benedict XVI have appointed the Cardinal to the following offices of the Vatican: the Supreme Tribunal of the Apostolic Signatura, the Congregation for the Oriental Churches, the Prefecture for the Economic Affairs of the Holy See, the Council of Cardinals for the Study of the Organizational and Economic Concerns of the Holy See, the Pontifical Council of the Family, and the Permanent Commission for the Protection of the Historic and Artistic Patrimony of the Holy See. During the Cardinal's tenure as Archbishop of New York, the number of registered parishioners increased by 204,000; the budget of Catholic Charities more than doubled; enrollment in Catholic elementary and secondary schools grew by 15,400; the Archdiocesan newspaper became the largest in the nation; and the Archdiocese and its agencies became debt-free. In 2001, Cardinal Egan opened a new facility for the Saint John Neumann Seminary and Hall in Dunwoodie. In 2003, he inaugurated the "Catholic Channel" on Sirius/XM Satellite Radio, providing Catholic programming twenty-four hours a day, seven days a week, throughout the United States and Canada. In 2004, he established the John Cardinal O'Connor Residence for retired priests of the Archdiocese in Riverdale. Finally, in 2008, on the occasion of the two-hundredth anniversary of the establishment of the Diocese—later, Archdiocese—of New York, Cardinal Egan had the honor of welcoming His Holiness, Pope Benedict XVI to New York for a Pastoral Visit that included The Holy Father's celebration of Mass in Saint Patrick's Cathedral and Yankee Stadium. In May, 2009, at the age of seventy-seven, Cardinal Egan retired as Archbishop of New York. He resides in the Borough of Manhattan, continuing to aid the Archdiocese's work and serving on a number of Vatican offices.
Samuel Estreicher is the Dwight D. Opperman Professor of Law at NYU School of Law, director of the Center for Labor and Employment Law and co-directs NYU Law’s programs for state and federal judges, and is of counsel at Jones Day’s New York office. He also engages in significant appellate practice, including before the Supreme Court. His books cover labor law, employment discrimination and employment law, and global human resources management; and he has authored more than 150 professional and academic articles. He is the former secretary of the ABA labor section and is Chief Reporter of the Restatement Third of Employment Law. Before joining the NYU faculty, Estreicher clerked for the late Harold Leventhal of the U.S. Court of Appeals for the D.C. Circuit and the late Lewis F. Powell, Jr. of the U.S. Supreme Court.

He graduated from Columbia College in 1970 and went on to receive his master’s in labor history and collective bargaining at Cornell in 1974, after completion of his thesis on Michael Quill and the Transport Workers Union. The following year, he graduated from Columbia Law School where he served as the Editor-in-Chief of the Law Review.

Richard Michael Fischl is Professor of Law at the University of Connecticut. After graduating cum laude from Harvard Law School, he spent four years with the NLRB and a year with the
California Agricultural Labor Relations Board. During his time with the NLRB, he was principal author of successful Supreme Court briefs in *NLRB v. Hendricks County Rural Electric Membership Corp.*, 454 U.S. 170 (1981), and *NLRB v. Transportation Management Corp.*, 462 U.S. 393 (1983), receiving commendations for outstanding appellate work from the NLRB's General Counsel. In 1983, he joined the University of Miami Law faculty until his appointment at Connecticut in 2006. He has taught labor law as a visiting professor at Yale and Cardozo Law Schools; comparative labor law at University College London and Eberhard-Karls-Universität in Tübingen; and lectured widely on labor law. His work has appeared in *Columbia Law Review*, the *Berkeley Journal of Employment & Labor Law*, the *New York University Review of Law & Social Change*, and numerous other journals. He is co-editor of *Labor Law in an Era of Globalization: Transformative Practices and Possibilities* (Oxford Univ. Press 2002) and co-chair of Intell, an international network of progressive scholars and practitioners hosting labor law conferences in Catania, Cape Town, and other cities across the globe.

David L. Gregory, Dorothy Day Professor of Law and Executive Director of the Center for Labor and Employment Law, St. John's School of Law

David L. Gregory is the Dorothy Day Professor of Law and the Executive Director of the Center for Labor and Employment Law. Prior to joining the St. John's Law faculty in 1982, Professor Gregory was an equal employment opportunity counselor with the Postal Service, a labor relations representative with Ford Motor Company, and an attorney with a prominent management labor and employment law firm in Detroit.
He brings major speakers to the School of Law every year, ranging from Cesar Chavez in 1987 to three Chairs of the National Labor Relations Board: William B. Gould IV in 1996; Peter Hurtgen in 2001; and Wilma Liebman in 2010 and again in 2011. He hosts the annual management lawyers' colloquium at the School of Law, now in its sixteenth year. He often serves as a media commentator on labor, employment, and constitutional law issues; regularly appears on television; and is frequently quoted in the New York Times and other major newspapers. He is the co-author of the forthcoming Modern Labor Law in the Public and Private Sectors (Lexis forthcoming 2012), and a contributing author for the American Bar Association treatises How Arbitration Works and Discipline and Discharge in Arbitration. He has over two hundred academic and professional publications, including more than one hundred articles and book reviews in leading law reviews. His research has been supported twice by the AFL-CIO Fund for Labor Studies at the University of Michigan Law School.

In 1998, his was a prize-winning paper for the St. John's Vincentian Center for Church and Society. In 1999, he received the St. John's University Founder's Day Award. He received the Student Bar Association's Faculty Advisor and Mentor of the Year Award in 2004—the inaugural award—and again in 2006. In 2008, he received the Faculty Outstanding Achievement Award, conferred by the President of St. John's University. Professor Gregory has been faculty advisor to the St. John's Labor Relations and Employment Law Society since 1982.

He has presented lectures and papers at many law schools, including Yale; Harvard; George Washington; Notre Dame; Illinois; Villanova; University College, Dublin, Ireland; the Pontifical University of the Holy Cross, Rome; the Jesuit Curia, Rome; Queen Mary University of London; New York University; Fordham; Marquette; College of the Holy Cross; Mount Sinai Medical School; the NYC Police Academy; and the Catholic Worker. Between 1992 and 1998, he was a visiting adjunct professor at the University of Colorado, Brooklyn, Hofstra, and New York Law Schools. In 1997, he was a Visiting Fellow at the European University Institute Department of Law in Florence, Italy.
Professor Gregory is a member of the American Bar Foundation—limited to one-third of one percent of the lawyers in the United States—American Law Institute; Who's Who in American Law; the Society of Policy Scientists; the Fellowship of Catholic Scholars; the Society of Catholic Social Scientists; Catholic Scholars for Worker Justice; the Michigan, New York, and American Bar Associations; and the Association of the Bar of the City of New York’s Labor and Employment Law, Arbitration, Civil Rights, and Employee Benefits Committees. He has been the Chairperson of the Labor and Employment Law and Employment Discrimination Sections of the Association of American Law Schools, in 1996 and 2000, respectively, and Chair of the Law School Liaisons Committee of the Executive Committee of the Labor Law Section of the New York State Bar Association between 1994 and 2001. He most recently has been appointed by the President of the Association of American Law Schools to a three year term—2011 to 2014—on the Academic Freedom and Tenure Committee of the AALS. He is General Counsel pro bono for The Catholic League for Religious and Civil Rights.

He authored the first comprehensive law review articles ever published on Catholic social teaching on labor and on Dorothy Day and the Catholic Worker movement: Catholic Labor Theory and the Transformation of Work (45 WASH. & LEE L. REV. 119); Catholic Social Teaching on Work (49 LAB. L.J. 912); Dorothy Day’s Lessons for the Transformation of Work (14 HOFSTRA LAB. L.J. 57); Dorothy Day, Workers’ Rights and Catholic Authenticity (26 FORDHAM URB. L.J. 1371).

Professor Gregory has chaired several major international conferences, including: “Transatlantic Perspectives on Labor,” at University College Dublin Law School in July, 2000 (14 N.Y. INT’L L. REV. 1); “The Third National Conference of the Association of the Religiously Affiliated Law Schools,” at St. John’s in July, 2000 (74 ST. JOHN’S L. REV. 565); “Transatlantic Perspectives on Alternative Dispute Resolution,” at Queen Mary University of London’s campus in London’s Charterhouse Square in July, 2006 (81 ST. JOHN’S L. REV. 1); and “The Fifteenth Annual Conference of the Society of Catholic Social Scientists,” at St. John’s in October, 2007 (47 J. CATH. LEGAL STUD. 1); “The Theology of Work and the Dignity of Workers,” at St. John’s in

Professor Gregory is a member of the National Academy of Arbitrators, and was a 2010 nominee for election to the Board of Governors of the NAA. He is on the Labor and Employment Arbitrator Panels of the American Arbitration Association, the Federal Mediation and Conciliation Service, the New York State Public Employment Relations Board, the New York City Office of Collective Bargaining, and Nassau County, New York and the Civil Service Employees Association. He is also a designated arbitrator on many private and public sector labor contracts.

Professor Gregory received his B.A. cum laude from the Catholic University of America in Washington, D.C. in 1973, where he was a Basselin Scholar in the Honors Program of the School of Philosophy. He received his M.B.A. in labor relations from the Wayne State University Graduate School of Business in 1977, and his J.D. magna cum laude from the University of Detroit School of Law in 1980. He did his graduate work in law at the Yale University Law School, where he earned his L.L.M. in 1982 and a Doctorate in the Science of Jurisprudence, the highest degree in law, in 1987. For more details about Professor Gregory's profile and the work of the St. John's Center for Labor and Employment Law, see www.stjohns.edu.

Susan Hascall,
Assistant Professor of Law, Duquesne University

Professor Hascall is an assistant professor of law at Duquesne University. She holds a master's degree in anthropology and currently teaches Islamic law, sales and leased goods, banking law, and emerging legal systems. Prior to entering private practice in Kansas City, Professor Hascall clerked for the Honorable J. Patrick Brazil, Chief Judge of the
Kansas Court of Appeals, and then for the Honorable Wade Brorby, Circuit Judge, United States Court of Appeals for the Tenth Circuit.


Most Rev. Ronald Paul Herzog,
Bishop, Diocese of Alexandria, Louisiana

Reverend Ronald Herzog was born in Akron, Ohio. He attended Pontifical College Josephinum where he received a B.A. and an S.T.B. in association with Catholic University of America. He was ordained in 1968 by Archbishop Luigi Raimondi and named Monsignor in 1987 by Pope John Paul II. He was ordained as an Episcopal Bishop and installed as the eleventh Bishop of Alexandria on January 5, 2005.

Reverend Herzog is on the Board of Trustees at the Notre Dame Seminary in New Orleans; St. Joseph Seminary College in St. Benedict, Lousiana; and the Pontifical College Josephinum, in Worthington, Ohio. He is the Chair of Board of Directors of St. Mary's Residential Training School in Alexandria, the Catholic Co-Chair of the Anglican-Roman Catholic Theological Consultation in the United States, and a member of St. Joseph Seminary Alumni Association Executive Committee.
Reverend Herzog is a member of the United States Conference of Catholic Bishops (the "USCCB") and is a consultant to the USCCB Committee on Ecumenical and Interreligious Affairs. He is a member of the USCCB Committee on Divine Worship, the Committee on Communications, and the Sub-Committee to the Committee on Cultural Diversity, which addresses cultural diversity issues of Native Americans. Reverend Herzog also serves as an ombudsman for Catholic News Service.

Denis M. Hughes,
President, New York State AFL-CIO

Having been a member of retail and electrical-workers’ unions since the age of sixteen, Mr. Hughes joined the New York AFL-CIO in 1985. Upon being elected its President in 1999, Mr. Hughes prioritized creating a more mobile and aggressive statewide labor movement by developing aggressive legislative and grassroots strategies. For example, in 2007, the New York AFL-CIO engineered the passage of legislation reforming the State’s workers’ compensation system, ensuring that injured workers will never again have to bargain for benefits increases. President Hughes also led efforts to pass legislation providing farm workers with a minimum wage equal to that of other workers’ in the State, and pension legislation helping New York’s public-sector workers retire in dignity.

Following the September 11th tragedy, President Hughes coordinated labor’s success in securing federal funds for rebuilding efforts and, in 2010, the James Zadroga 9/11 Health Care and Compensation Act, which funds 9/11 first responders’ medical costs.
President Hughes currently serves on Cornell University's Board of Trustees, Committee on Governmental Relations, and Committee on Alumni Affairs and Development. He is a graduate of the Empire State College, with a Bachelor's in Labor and Industrial Relations.

Lawrence Joseph,  
Rev. Joseph Tinnelly, C.M., Professor of Law,  
St. John's School of Law

Professor Lawrence Joseph was educated at the University of Michigan, where he graduated Phi Beta Kappa with High Honors in English Language and Literature in 1970, and received first prize in the major Hopwood Award for Poetry; Magdalene College, Cambridge University, where he received both Bachelor and Master of Arts degrees with First Honors in English Language and Literature, in 1972 and 1976 respectively; and the University of Michigan Law School, where he received a J.D. in 1975.

Professor Joseph has published and lectured extensively in areas of labor, employment, tort and compensation law, jurisprudence, law and literature, and legal theory. He has served as Consultant on Tort and Compensation Law for the Michigan State Senate’s Commission on Courts, and as Consultant for the Governor of Michigan’s Commission on Workers’ Compensation, Occupational Disease, and Employment. He is the former Chairperson of the Association of American Law School’s section on Law and Interpretation.

Professor Joseph is also an internationally acclaimed poet. He has been described by David Skeel in Legal Affairs magazine as “the most important lawyer-poet of our era.” Among Professor Joseph’s awards are a fellowship from the John Simon Guggenheim Memorial Foundation, two National endowment for the Arts poetry fellowships, and the Agnes Lynch Starrett Prize. In April 2006, he was named the third recipient of the New York Country Lawyer Association’s “Law and Literature Award.”
Wilma Liebman is Chairman of the National Labor Relations Board (the “NLRB”). She has served on the Board since November 14, 1997, after being nominated by President Clinton and confirmed by the Senate. President Bush twice re-nominated her for additional five-year terms, and the Senate confirmed. On January 20, 2009 President Obama designated her Chairman.

Before joining the NLRB, Ms. Liebman served for nearly four years at the Federal Mediation and Conciliation Service (the “FMCS”), first as Special Assistant to the Director and then as Deputy Director. She acted as the Chief Operations Officer, overseeing alternative dispute resolution, international affairs and labor-management cooperation grants programs. Ms. Liebman also advised the FMCS Director on issues involving major labor disputes and participated in significant negotiations.

Before joining the FMCS in January 1994, Ms. Liebman was Labor Counsel for the Bricklayers and Allied Craftsmen from 1990 through 1993, Legal Counsel to the International Brotherhood of Teamsters for nine years, and an NLRB staff attorney from 1974 to 1980.

A native of Philadelphia, Pennsylvania, Ms. Liebman holds a B.A. from Barnard College in New York City and a J.D. from the George Washington University Law Center.
A native of Staten Island, Monsignor Gregory Mustaciuolo graduated from Fordham University in the Bronx with a degree in economics and history. He earned a law degree at St. John's University School of Law, class of 1983, and served as a staff attorney with the New York City Corporation Counsel. In 1986, he entered St. Joseph's Seminary in Dunwoodie, Yonkers, to begin studying for the priesthood.

Monsignor Mustaciuolo received ordination in 1990 and served for two years as parochial vicar at St. Paul's, Congers. In 1992, the Monsignor was appointed priest secretary to John Cardinal O'Connor of the Archdiocese of New York, whom he served until 1995 and, after an interlude to pursue graduate studies in dogmatic theology at Gregorian University in Rome, from 1998 until the Cardinal's death in 2000.

In 2000, Monsignor Mustaciuolo was appointed priest secretary to then Archbishop Edward Cardinal Egan, whom he served until Cardinal Egan's retirement in 2009. That year, Cardinal Egan's successor, Archbishop Timothy Dolan, appointed Monsignor Mustaciuolo as the Chancellor of the Archdiocese of New York. The Monsignor also serves as the Archdiocesan Procurator in promoting the canonization of Dorothy Day, the social justice advocate and co-founder of the Catholic Worker movement.
Cynthia Nance,
Dean, University of Arkansas School of Law

Dean Cynthia Nance became the dean of the University of Arkansas School of Law in 2006 and is both the first African American and first woman to serve in this position. She has focused her teaching and research on labor and employment law, poverty law, and torts. She earned her J.D. with distinction and M.A. in finance from the University of Iowa.

Dean Nance has worked as a labor educator at the University of Iowa Labor Center and was a faculty fellow in the Law School. She was a recipient of the inaugural Judge Andree Layton Roaf Award, the 2009 T.E. Patterson Education Award from the Arkansas Democratic Black Caucus, the 2007 American Association for Affirmative Action Arthur A. Fletcher Award, and the 2006 NIA Professional Achievement Award. She was also honored as the 2005 Arkansas Bar Association Outstanding Lawyer-Citizen.

In 2004, she received the University of Arkansas Alumni Association’s Faculty Distinguished Achievement Award for Public Service and was recognized in 2003 as a Northwest Arkansas Woman of Distinction and a Northwest Arkansas Martin Luther King Individual Achievement Award recipient. In addition, she has been honored as one of twenty-five Minority Trailblazers and one of twenty Women of Influence by Arkansas Business. Dean Nance is past chair of the American Association of Law Schools Employment Discrimination and Labor & Employment Law Sections.
Gene Orza, '73,  
Chief Operating Officer, Major League Baseball Players Association

Gene is a 1973 graduate of St. John's University School of Law, where he served as Chief Articles Editor of the St. John's Law Review and co-founded the Labor and Employment Relations Society. After law school, he served the NLRB in Washington in a variety of important positions, among them Executive Assistant to the Chairman of the Agency and Chief Counsel to one of its five Presidentially-appointed members. He was the youngest member of the NLRB's Senior Executive Service upon its establishment by President Carter in 1979.

Gene joined the Major League Baseball Players Association in 1984 and was a principal negotiator for the union in the last four collective bargaining rounds in the sport. Gene also was the union's representative on the industry's joint Health Policy Advisory Committee, which handles all substance use and abuse issues that arise in the sport. A frequent speaker on the subject of labor relations in baseball, Gene has appeared on innumerable television and radio programs as a spokesman for the Players Association. In announcing Gene's retirement earlier this year, the Players Association noted that there is not an aspect of Major League Baseball on which Gene has not left his mark.

A native of New York City and genetically a Yankees fan, Gene is a graduate of Regis High School and Fordham University.
On April 6, 2001, Pope John Paul II named Monsignor Joseph A. Pepe to be the Second Bishop of the Diocese of Las Vegas. Bishop Pepe was ordained and installed as the Bishop of the Diocese on May 31, 2001 at the Guardian Angel Cathedral. Previous to his appointment to the episcopacy, Bishop Pepe served as Chancellor of the Archdiocese of Santa Fe. Bishop Pepe was ordained a priest for the Archdiocese of Philadelphia on May 16, 1970. He attended graduate studies in biology at Villanova University and completed advanced degrees in Canon Law at the University of St. Thomas Aquinas in Rome, earning his J.C.D. in 1976, and in 1970 attained a Master of Divinity from St. Charles Borromeo Seminary, Archdiocese of Philadelphia.

He has served as a professor at Cardinal O'Hara High School in Springfield, Pennsylvania and as an adjunct professor of Canon Law at both St. Charles Borromeo Seminary in Philadelphia and Mary Immaculate Seminary in Northampton, Pennsylvania.

Bernie Ricke has been President of the United Auto Workers (the “UAW”) Local 600 since 2009. Local 600 represents 25,000 active and retired members, with over forty bargaining units throughout Southeast Michigan, including workers at Ford in the Rouge Complex and other locations, Severstal Steel N.A., truck
drivers, parts suppliers, and healthcare and office professionals.

Bernie joined Ford and the UAW Local 600 in 1973. Between 1978 and 1989, Bernie was Financial Secretary, District and Bargaining Committeeperson, and Vice President of the Parts Depots Unit. In 1989, Bernie was appointed to serve as Staff Representative at Local 600 and became Director of Special Projects in 1992. From 1997 to 2009, he served as Second and then First Vice President of Local 600. Since 2003, Bernie has been an elected member of the UAW Ford National Negotiating Committee and currently serves as Co-Chair of that committee. In 1999 and 2004, he was the recipient of the Detroit City Council’s Spirit of Detroit Award. He also serves as Chairman of the Board of Directors of Bridging Communities Inc., a non-profit serving Southwest Detroit’s homebound elderly through meals on wheels, home repairs, and medical care related transportation. Bridging Communities also provides intergenerational programming for elderly and youth and helps stabilize the community by developing over 190 units of low-income senior housing. Bernie earned his B.A. from Wayne State University.

Judith A. Scott,
General Counsel, Service Employees International Union

Judy Scott is a member of the labor law firm of James & Hoffman in Washington, D.C. Since 1997, Ms. Scott has served as General Counsel of the Service Employees International Union ("SEIU"), the largest and fastest growing labor union in the United States private sector, representing over 2.2 million workers. SEIU is a member of the Change to Win Federation.

SEIU organizes among low-wage immigrant workers. It is the nation’s largest healthcare union and a major public sector union. SEIU is known for its innovative organizing and legal strategies and for addressing the needs of workers outside the reach of traditional labor law protection, such as homecare and childcare workers.
FOREWORD

Judy Scott has practiced labor law for over thirty-five years and has represented the United Mine Workers, the United Auto Workers, and the Teamsters. She is a member of the Board of Directors of the National Partnership for Woman and Families, the Alliance for Justice, and The American Constitution Society. Ms. Scott is a 1974 graduate of Northeastern Law School and received her B.A. from Wellesley College in 1971. She recently served as the Union Co-Chair of the ABA International Labor and Employment Law Committee.

Michael A. Simons,
Dean and John V. Brennan Professor of Law & Ethics, St. John’s School of Law

Dean Simons joined the St. John’s faculty in 1998 and became Dean in 2009. He was selected by the students as “Professor of the Year” in 2000 and 2011. From 2005 through 2008, he served as Associate Dean for Faculty Scholarship. His own scholarship has focused on sentencing, prosecutorial decision-making, and punishment theory. His articles have appeared in the New York University Law Review, the Vanderbilt Law Review, the George Mason Law Review, the Villanova Law Review, the St. John’s Law Review, The Catholic Lawyer, and the Journal of Catholic Legal Studies. He teaches in the areas of criminal law and evidence, and he has been a frequent lecturer to the bench and bar on both topics. He is also a Senior Fellow with the Vincentian Center for Church and Society.

Dean Simons graduated magna cum laude from both the College of the Holy Cross in 1986 and Harvard Law School in 1989, where he was an editor of the Harvard Law Review. After law school, Dean Simons clerked for the Honorable Louis F. Oberdorfer of the United States District Court for the District of Columbia. He later served as a staff attorney for The Washington Post, as an associate at Stillman, Friedman & Shaw, and as an Assistant United States Attorney in the Southern District of New York.
Theodore J. St. Antoine
Degan Professor Emeritus of Law, University of Michigan

Theodore J. (Ted) St. Antoine is Degan Professor Emeritus of Law at the University of Michigan. After practicing labor law with Woll, Mayer & St. Antoine in Washington, D.C., he joined the Michigan Law School faculty in 1965. He was dean there from 1971 to 1978. St. Antoine is the former President of the National Academy of Arbitrators. He has edited several books on labor and lectured widely in Europe, China, and Japan.