

# Cultivating the Vineyard of the Lord: Parish Engagement with the Dignity of Work



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# Webinar Logistics

- ✓ The webinar is being recorded.
- ✓ The phone lines or computer speakers are muted.
- ✓ You may use the Chat feature for comments or questions during the presentation.
- ✓ We will have time for Q & A at the end.
- ✓ All questions not addressed during the webinar will receive an email response.



## Prayer for the Dignity of Work and the Rights of Workers

Lord God, Master of the Vineyard,

How wonderful that you have invited us who labor by the sweat of our brow to be workers in the vineyard and assist your work to shape the world around us.

As we seek to respond to this call, make us attentive to those who seek work but cannot find it.

Help us listen to the struggles of those who work hard to provide for their families but still have trouble making ends meet.

Open our eyes to the struggles of those exploited and help us speak for

just wages and safe conditions, the freedom to organize, and time for renewal.

For work was made for humankind and not humankind for work. Let it not be a vehicle for exploitation but a radiant expression of our human dignity.

Give all who labor listening hearts that we may pause from our work to receive your gift of rest.

Fill us with your Holy Spirit that you might work through us to let your justice reign.

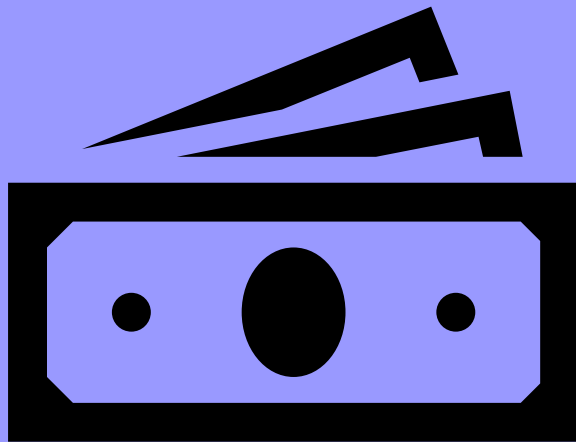
Amen.



*The* CATHOLIC LABOR  
NETWORK

# Opening Reflection Questions

**What is the first job you ever had?**



**What comes to mind when you hear the phrase “Dignity of Work”?**

# DIGNITY OF WORK

in...

SCRIPTURE

TRADITION

HISTORY

PARISH SOCIAL  
MINISTRY

**“WORKING FOR A JUST DISTRIBUTION OF THE FRUITS OF THE EARTH AND HUMAN LABOR IS NOT MERE PHILANTHROPY. IT IS A MORAL OBLIGATION.”**

POPE FRANCIS



# Dignity of Work in Scripture

- [Genesis 1:1-15](#) God is primary worker
- [Genesis 1:31](#) Work is good and gives God pleasure: God works with material star, water, dust, etc.
- [Genesis 2:1-3](#) God rests on the seventh day.
- [Genesis 2:15](#) God settles humankind in the garden of Eden to cultivate and care for it. (=worship)
- [Deuteronomy 5:13-15](#) The Sabbath is for everyone—all are allowed to rest from their work.
- [Deuteronomy 14:28-29](#) The Lord blesses our work so that we may share its fruits with others.
- [Deuteronomy 24:14-15](#) Do not withhold wages from your workers, for their livelihood depends on them
- [Sirach 34:26-27](#) To deprive an employee of wages is to commit murder.
- [Isaiah 58:3-7](#) To observe religious practices, but oppress your workers is false worship.
- [Jeremiah 22:13](#) Woe to him who treats his workers unjustly.
- [Matthew 20:1-16](#) All workers should be paid a just and living wage.
- [Mark 2:27](#) The Sabbath was made for people, not people for the Sabbath.
- [Luke 3:10-14](#) Practice integrity in your work.
- [Luke 12:13-21](#) One's worth is not determined by an abundance of possessions.
- [James 5:1-6](#) Those who become rich by abusing their workers have sinned against God.

# Today's Gospel (Matthew 11:28-30)



Jesus said to the crowds:  
“Come to me, all you who labor and are burdened,  
and I will give you rest.  
Take my yoke upon you and learn from me,  
for I am meek and humble of heart;  
and you will find rest for yourselves.  
For my yoke is easy, and my burden light.”



# Dignity of Work in Tradition: Catholic Social Teaching

CST [101] The Dignity of Work and the Rights of Workers



# Catholic Social Teaching through the Years

1891: Rerum Novarum (Pope Leo XIII) – *On the Dignity of Work*

|

1931: Quadragesimo Anno (Pope Pius XI) – Human Person is Center of Society

|

1965: Gaudium et Spes (Vatican Council II) – §68 Right to Found Unions

|

1971: Octogesima Adveniens (Pope Paul VI) – §80 Principle of Subsidiarity

|

1981: Laborem Exercens (Pope John Paul II) – §20 on Importance of Unions

|

1986: Economic Justice for All (USCCB) – §105 Right to Organize at Work

|

1991: Centesimus Annus (Pope John Paul II) – 100<sup>th</sup> anniversary of *RV*

|

2009: Caritas in Veritate (Pope Benedict XVI) – §25 on Necessity of Unions

|

(and fair labor practice)

2013: Evangelii Gaudium (Pope Francis) – §53 Economy of Exclusion

# Key Papal Teaching | *excerpt 1*

- *Caritas in Veritate* (“*On Integral Human Development in Charity and Truth*”)  
Pope Benedict XVI, 2009

Importance of the common good, raises the threat of speculative financial dealings that damage society, global migration of people: affirms “every migrant is a human person”; **migration is prompted by various factors, often times by economics**— this is given insufficient attention. Need to address economic inequality, the right to life is key and warns of a consumerist and utilitarian view of life. Reaffirms the **important role of government to protect and serve the common good**, and to regulate the market, globalization. Affirms principles of **solidarity and subsidiarity**, importance of the family, renewed importance of **unions** in protection of workers’ rights: **“need now more than ever”**.

# Key Papal Teaching | *excerpt 2*

• *Evangelii Gaudium*

Pope Francis, 2013

Church is on a mission. Calls for a “culture of encounter” – need to “go out, encounter, engage”. Calls for social dialogue in face of an “**economy of exclusion**”, “**an economy that kills**”. Raises economic inequality and exclusion of the poor to level of a “**life issue**”. Calls for inclusion of the poor, supporting the common good, recognizing the root causes of global migration and mistreatment of migrants. Concepts: human persons, workers, migrants, the poor are to be “**agents of their own development**”; recognizes the **right** and ability of people to “**organize**”; integral human development.

## Key Papal Teaching | *continued*

- *Speech to Italian Labor Conference* Pope Francis, 2017  
Labor unions have an essential role in promoting inclusion. **“There is no good society without a good union, and there is no good union that is not reborn everyday in the peripheries”**. “Work without respect for the human person” becomes something inhuman”.
- Unions face many challenges, both inside and outside– nevertheless, they are still the **best vehicle for giving workers a voice**; this is why they must be “re-born everyday”, allying with the those who are excluded.

# Summary of Papal Teaching: Rights of Workers

1. Right to be treated with dignity and respect
2. Right to bargain collectively and form a union
3. Right to a living wage
4. Right to a safe work place
5. Right to migrate to another country to better life for oneself and family
6. Right to life and integral human development, includes family life
7. Right to economic equality and inclusion
8. Role for government in economic and social affairs.
9. Importance of the common good vs. erroneous autonomy, stakeholders vs stock holders

Which rights do you (or your program / ministry) already address? In what areas could you grow?

# Dignity of Work in **History**:

## The Church in America Embraces Unions & the Minimum Wage



Cardinal Mundelein and President Roosevelt

# Unions + Minimum Wage Laws =



## EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

### FEDERAL MINIMUM WAGE

**\$7.25** PER HOUR

BEGINNING JULY 24, 2009

The law requires employers to display this poster where employees can readily see it.

- OVERTIME PAY** At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.
- CHILD LABOR** An employee must be at least 15 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.
- TIP CREDIT** Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tip combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.
- NURSING MOTHERS** The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.
- ENFORCEMENT** The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation that results in the death or serious injury of any minor employee, and such assessments may be doubled when the violations are determined to be willful or repeated. The law also prohibits retaliating against or discharging workers who file a complaint or participate in any proceeding under the FLSA.
- ADDITIONAL INFORMATION**
- Certain occupations and establishments are exempt from the minimum wage, and/or overtime pay provisions.
  - Special provisions apply to workers in American Samoa, the Commonwealth of the Northern Mariana Islands, and the Commonwealth of Puerto Rico.
  - Some state laws provide greater employee protections; employers must comply with both.
  - Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not.
  - Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor.



WAGE AND HOUR DIVISION  
UNITED STATES DEPARTMENT OF LABOR

1-866-487-2448  
TTY: 1-877-889-5627  
[www.dol.gov/whd](http://www.dol.gov/whd)



WH08 00008



*Interconnection of race, labor, and social justice*



*Fr. Ted Hesburgh CSC & MLK Jr. singing 'We Shall Overcome.'  
June 21, 1964, Soldier Field, Chicago*

I am sure that God did not intend that there be so many poor. The class structure is of our making and our consent, not His. It is the way we have arranged it, and it is up to us to change it. - *DOROTHY DAY, THE CATHOLIC WORKER, APRIL 1953*



Dorothy Day with Cesar Chavez and Coretta Scott King, Cathedral of St. John the Divine, New York City, 1973.

*Courtesy of the Department of Special Collections and University Archives,  
Marquette University Libraries & Catholic News Service*

# United Farmworkers Strike 1973



# Dignity of Work in Parish Social Ministry





Think of one person you know whom this economy has killed.



## On the Dignity of Work

"Work is fundamental to the dignity of a person. Work, to use an image, 'anoints' us with dignity, fills us with dignity, makes us similar to God, who has worked and still works, who always acts..."

*- Pope Francis, Feast of St. Joseph the Worker and World Labor Day, 5/1/13*

# St. Vincent de Paul Society Statement on Fair Wages (2005)

Dear Brother and Sister Vincentians,

During his lifelong commitment of service and advocacy for the poor, Frederic Ozanam was concerned about the core problems of **poverty, unemployment**  
**And insufficient wages for the poor.**

Before anyone in the Church, Frederic Ozanam proposed the concept of a just wage as an instrument to combat poverty. He said, **“The working man (and woman), is by nature entitled at a minimum to a wage sufficient to produce the necessities of life, the education of children, and the support of old age.”**

We, the members of the Society of St. Vincent de Paul must follow Blessed Frederic Ozanam. **We must advocate for fair wages. It is a matter of justice. We Vincentians are well known for our charity. Blessed Frederic calls us to charity and justice.** He said, “Charity is the Samaritan who pours oil on the wounds of the traveler who has been attacked. It is justice’s role to prevent the attacks.” We Vincentians can do no less! May God bless our efforts.

Sincerely Your Brother in Blessed Frederic,

Eugene B. Smith, National President, Council of the United States

# The Catholic



**SAINT JOSEPH THE WORKER**

# Labor Network



# The Catholic Labor Network



**ROUNDTABLE**  
ASSOCIATION OF CATHOLIC DIOCESAN  
SOCIAL ACTION DIRECTORS



CLN vice president Adrienne Alexander from AFSCME 31  
(the union involved in the Janus case).

## Defending the Rights of Workers

—Catholic Labor Network (CLN)

BY BETH GRIFFIN

The Catholic Church has a rich tradition of defending the rights of workers. In 1891, Pope Leo XIII wrote *Rerum Novarum*, his groundbreaking encyclical on the rights and duties of capital and labor—the foundational text of modern Catholic social teaching. *Rerum Novarum* describes the relationships and mutual responsibilities between employers and employees and supports laborers' right to form unions.

“  
As a Church, we  
have something  
to say. We’ve been  
talking about the  
world of workers  
for 125 years.  
Their work is not a  
commodity.  
”

There is a great deal of overlap between union life and what we believe as Catholics,” says Clayton Sinyai, executive director of the Catholic Labor Network (CLN). “Both groups support workers’ rights, organizing, a living wage, and the protection of immigrants.”

The Catholic Campaign for Human Development (CCHD) gave CLN a Strategic National Grant to promote the cause of workers and Catholic social teaching throughout labor unions, parishes, and other organizations.

CCHD established the Strategic National Grant program as a response to timely opportunities relevant to the priorities of the United States Conference of Catholic Bishops (USCCB). The program focuses on strategies to fight the root causes of

poverty and reflects the CCHD foundations of Catholic social teaching, including participation and nonpartisanship.

Clayton says the relationship between the Church and workers was particularly strong during the 1930s, 1940s, and 1950s, when both institutions were most influential. He explains that the National Catholic Welfare Council, a forerunner of the USCCB, urged Catholics to support legislation that established the right to organize, a minimum wage, and the Social Security Administration. In addition, the Church developed a network of labor schools that offered night classes in Catholic social teaching and labor leadership.

➤ [Continued on page 2](#)

Visit [catholiclabor.org](http://catholiclabor.org) to sign up!

# Organized Labor is (still) a Catholic cause

## Primary Union Campaigns:

1. Wages
2. Safety
3. Benefits

## Alignment with Catholic values:

- Address dangerous working conditions
- Eradicate sexual harassment
- Anti-Racism
- Living Wage
- Eliminating Wage Theft
- Paid Sick Leave
- Sufficient Hours



1. Offer Education & Prayer Resources to the Community
2. Support low-income workers who are exploited
3. Promote Apprenticeship Readiness Program (MC3)

# + Engaging the Parish + Moving from faith to ACTION

1. Educate



2. Advocate



3. Act



# Educate



## Introduction to ALICE in TN 2020

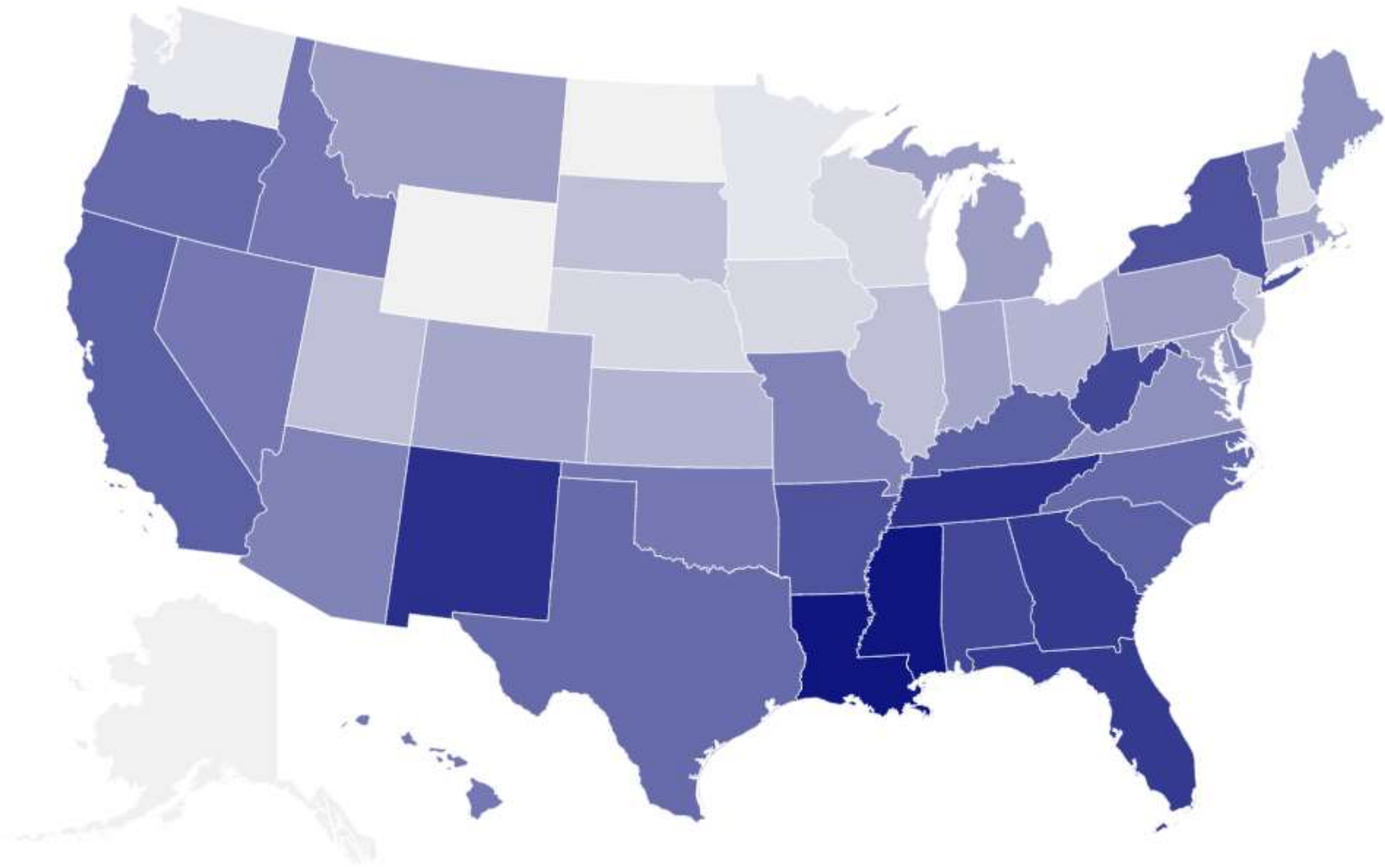
**ALICE: Asset Limited, Income Constrained, Employed.**



# NATIONAL OVERVIEW – 2014, 2016, 2017 3-YEAR AVERAGE

The National Overview page shows four key data points for this 3-year average – the total number of households, the percentage of households in poverty, the percentage of ALICE households, and the percentage of households above the ALICE Threshold – for all states and counties in the U.S.

## State-Level Details, 3-Year Average



[View Source](#)

## ALICE Household Survival Budget, Davidson County, Tennessee, 2018

	Single Adult	Two Adults	Two Adults Two School-Age Children	Two Adults, Two in Child Care	Single Senior	Two Seniors
Housing	\$1,208	\$1,348	\$1,656	\$1,656	\$1,208	\$1,348
Child Care	\$0	\$0	\$344	\$1,063	\$0	\$0
Food	\$287	\$596	\$996	\$870	\$245	\$508
Transportation	\$332	\$504	\$801	\$801	\$286	\$412
Health Care	\$193	\$517	\$760	\$760	\$501	\$1,003
Technology	\$55	\$75	\$75	\$75	\$55	\$75
Miscellaneous	\$263	\$383	\$558	\$639	\$287	\$415
Taxes	\$557	\$791	\$950	\$1,160	\$573	\$799
Monthly Total	\$2,895	\$4,214	\$6,140	\$7,024	\$3,155	\$4,560
Annual Total	\$34,740	\$50,568	\$73,680	\$84,288	\$37,860	\$54,720
Hourly Wage	<b>\$17.37</b>	\$25.28	\$36.84	\$42.14	\$18.93	\$27.36

<https://www.unitedforalice.org/household-budgets/tennessee>





## ALICE Household Stability Budget, Davidson County, Tennessee, 2018

	Single Adult	Two Adults	Two Adults Two School-Age Children	Two Adults, Two in Child Care
Housing	\$1,685	\$2,070	\$1,304	\$1,304
Child Care	\$0	\$0	\$625	\$1,667
Food	\$575	\$1,167	\$2,076	\$1,811
Transportation	\$812	\$1,010	\$1,331	\$1,331
Health Care	\$165	\$431	\$651	\$651
Technology	\$125	\$145	\$145	\$145
Miscellaneous	\$455	\$633	\$794	\$920
Savings	\$455	\$633	\$794	\$920
Taxes	\$1,192	\$1,508	\$1,806	\$2,291
Monthly Total	\$5,464	\$7,597	\$9,526	\$11,040
Annual Total	\$65,568	\$91,164	\$114,312	\$132,480
Hourly Wage	\$32.78	\$45.58	\$57.16	\$66.24

<https://www.unitedforalice.org/household-budgets/tennessee>





Department of Justice, Peace, and Human Development  
Office of Domestic Social Development

## Just Wage and the Federal Minimum Wage February 2014

*"A Just wage is the legitimate fruit of work. To refuse or withhold it can be a grave injustice. In determining fair pay both the needs and the contributions of each person must be taken into account. 'Remuneration for work should guarantee man the opportunity to provide a dignified livelihood for himself and his family on the material, social, cultural, and spiritual level, taking into account the role and the productivity of each, the state of the business, and the common good.' Agreement between the parties is not sufficient to justify morally the amount to be received in wages."*

-Catechism of the Catholic Church, No. 2434

### ISSUE

The federal minimum wage is currently \$7.25/hour, meaning a full-time worker earns \$15,080 over the course of a year. According to the [Census Bureau](#), the poverty level for a single parent raising one child is \$15,825, and for a couple with one child is \$18,480, meaning the current federal minimum wage fails to meet the most fundamental of Catholic criteria for just wages: it does not promote family stability.

The federal minimum wage is static, meaning that it does not raise annually to adjust for inflation or cost of living increases. As a result, workers at the low end of the wage scale fall further behind every year. The federal minimum wage has lost more than 30% of its value and would be more than \$10/hour today if it had merely kept pace with the cost of living over the past forty years. If it had kept pace with worker productivity growth over the same period, it would be over \$18/hour. Low-wage workers are doing and making more with the same amount of time, working harder, but not enjoying the fruits of their labor.

According to [recent research](#), raising the federal minimum wage to a level consistent with current proposals would have a substantial benefit for 30 million low-wage workers, who would make about \$51 billion more. Numerous studies suggest it would [lower overall poverty](#) by varying degrees, but it would certainly have an effect on the economic security of those families.

An increase in the minimum wage would substantially benefit children and families:

- One-quarter of all workers who stand to benefit from a proposed federal minimum wage increase are parents, raising 14 million children.
- Over one-third of them are married, and close to 90 percent of them are older than 20 years old. Contrary to some assertions, only a small percentage of affected workers would be teenagers.
- Forty percent of minimum wage workers are the sole breadwinner of their family.

### *The Prevalence of Low-Wage Work*

An increase in the federal minimum wage is of vital importance to our economy because job growth at the lower end of the wage scale has been so substantial.

According to the [Social Security Administration](#), half of all jobs in this country pay \$27,500 or less. This is the lowest level in 15 years. The job loss during the most recent recession was distributed across the economy and

income levels. Since the recession, however, 58% of new jobs have been in low-wage occupations like cashiers and food preparation where the minimum wage sets many pay scales.

There are [over 10 million workers](#) classified as “working poor.” The ranks of the working poor are growing, representing over seven percent of the total workforce—the largest percentage of the workforce in over 20 years.

The federal minimum wage needs to be raised, not just for the financial security of the worker but also for their dignity and health of their families.

#### **USCCB POSITION**

Work has a special place in Catholic teaching. Work is more than just a job; it is a reflection of our human dignity and a way to contribute to the common good. Blessed John Paul II called work “probably the essential key to the whole social question” (*Laborem Exercens*, No. 15). Wages earned from work are the primary way people meet their material needs and contribute to the common good.

The family is the fundamental cell of society and where we first learn, love, and develop. A living wage is a fundamental right of workers and a moral imperative of employers because it provides workers with the means and resources to form and support a family. The *Compendium of the Social Doctrine of the Church* points out, “In order to protect this relationship between family and work, an element that must be appreciated and safeguarded is that of a family wage, a wage sufficient to maintain a family and allow it to live decently. Such a wage must also allow for savings that will permit the acquisition of property as a guarantee of freedom. The right to property is closely connected with the existence of families, which protect themselves from need thanks also to savings and to the building up of family property” (No. 250).

Catholic Bishops in the United States have long supported increases in the federal minimum wage to ensure that no full time worker and their family lived in poverty. The federal minimum wage is not a living wage, and it is not a silver bullet to solve all economic problems, but it is one way to ensure workers are compensated fairly.

Last year, Bishop Stephen Blaire of Stockton, CA testified to the Senate Committee on Health, Employment, Labor, and Pensions regarding Catholic teaching on wages and the Church’s longstanding support for raising the federal minimum wage, saying, “For the Catholic bishops of the United States, advocating a just minimum wage is foundational. Every time Congress or an Administration has suggested raising the minimum wage, the bishops have been supportive simply because it is consistent with our teaching and we see the effects firsthand in the families of our parishioners and our own communities.”

Earlier this year, Archbishop Thomas Wenski and Fr. Larry Snyder, President of Catholic Charities USA, told the US Senate that “Just wages allow us to develop more fully as individuals, families, neighborhoods, communities, parishes, and even society as a whole. The current federal minimum wage falls short of this standard for its failure to provide sufficient resources for individuals to form and support families.”

#### **ADDITIONAL RESOURCES**

USCCB Labor and Employment Page: <http://bit.ly/1b4LJH7>

Letter of Archbishop Thomas Wenski and Father Larry Snyder to the US Senate regarding the federal minimum wage: <http://bit.ly/1bSfmZV>

Testimony of Bishop Stephen E. Blaire on the Catholic tradition on just wages: <http://bit.ly/1cnRvFl>

#### **FOR MORE INFORMATION**

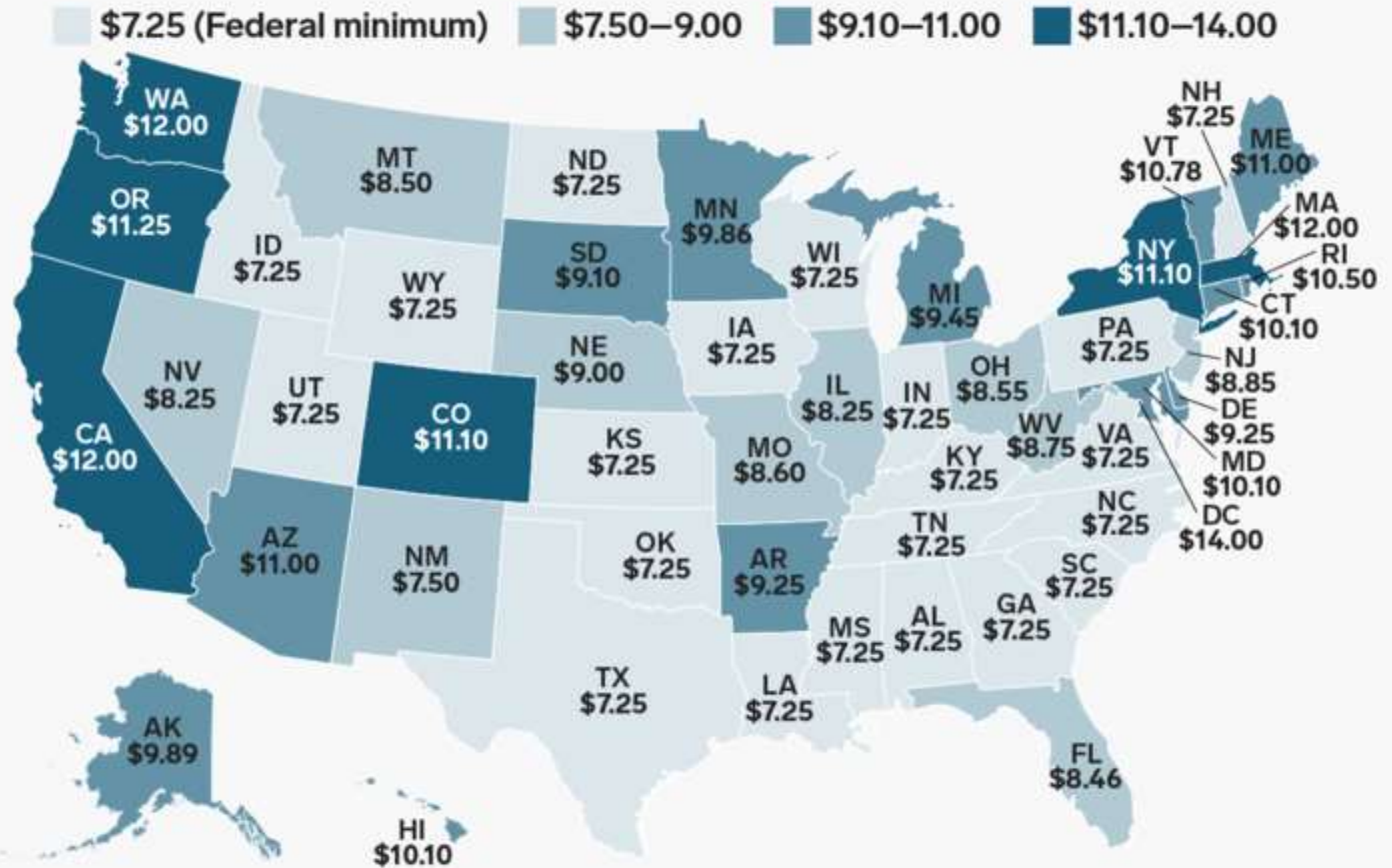
Tom Mulloy, Office of Domestic Social Development: (202) 541-3445, [mulloy@usccb.org](mailto:mulloy@usccb.org)

3211 Fourth St., NE. Washington, DC 20017. Tel: (202)541-3160 Fax: (202)541-3339

#csmg2014

# Advocate: The Minimum Wage

## 2019 minimum wage



# DO YOU FEEL UNSAFE OR TREATED UNFAIRLY AT WORK?

Know Your Rights to Organize

## YOU HAVE THE RIGHT TO:



Talk to your coworkers about your concerns



Circulate a petition or sign-on letter asking for changes in the workplace



Organize a union



Distribute information about organizing during non-work times in non-work locations, like the break room or parking lot



Wear a union button or sticker



Ask for a meeting with your boss as a group (you and your coworkers)

## THESE RIGHTS ARE GUARANTEED BY:

the National Labor Relations Act Sections 7 & 8 of 1935 and the Labor Management Relations Act of 1974

IF YOU WANT TO LEARN MORE ABOUT ORGANIZING, CALL THE CENTRAL LABOR COUNCIL AT 615-490-0453.



nashvilleclc.org  
facebook.com/nashvilleclc  
twitter and insta: @nashvilleclc

# DO YOU FEEL UNSAFE OR TREATED UNFAIRLY AT WORK?

Know Your Rights to Organize

## YOUR BOSS CANNOT:



Threaten you for organizing



Retaliate against you for organizing



Fire you for organizing



Force you into one-on-one or group meetings to dissuade you from organizing



Cut your hours for organizing



Spy on you for organizing

## THESE RIGHTS ARE GUARANTEED BY:

the National Labor Relations Act Sections 7 & 8 of 1935 and the Labor Management Relations Act of 1974

IF YOU WANT TO LEARN MORE ABOUT ORGANIZING, CALL THE CENTRAL LABOR COUNCIL AT 615-490-0453.



nashvilleclc.org  
facebook.com/nashvilleclc  
twitter and insta: @nashvilleclc

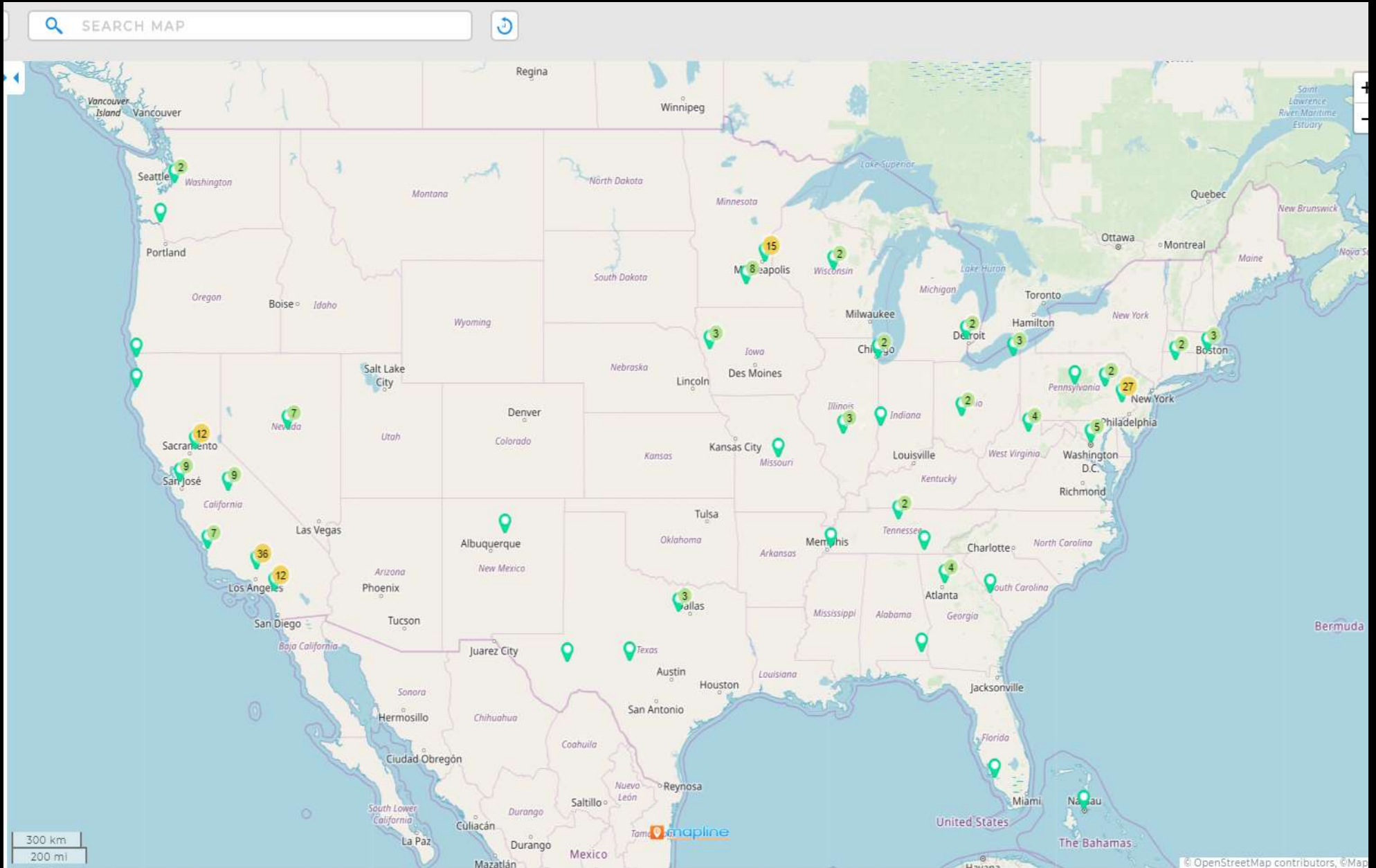
Act



# Connect to an Apprenticeship Readiness Program



# MC3 Programs Nationwide 2020



300 km  
200 mi

mapline



# Catholic MC3 Graduates from 2<sup>nd</sup> Class



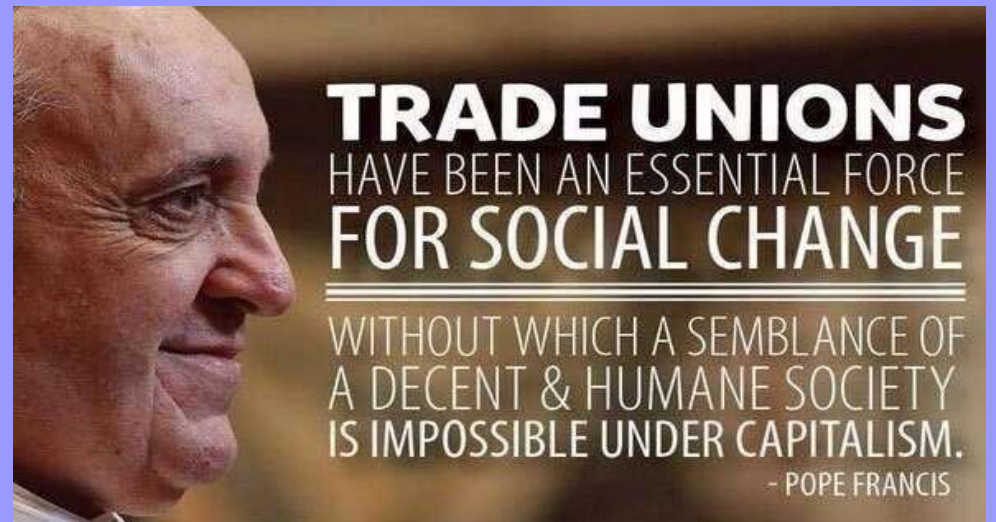


# Systemic Change: Pathway to a Stable Career... *and a stable life!*



# What can parish engagement look like?

- Include “dignity of work” in Liturgical Celebrations
- Ask where your fellow parishioners work (survey)
- Conduct a listening campaign
- Participate in Labor Day parades and events
- Implement USCCB Labor Day Primer resource
- Celebrate the Feast of St. Joseph the Worker (May 1<sup>st</sup>) by honoring and celebrating all workers, especially essential workers
- Promote MC3 or other apprenticeship readiness programs
- Read the ALICE Report



# Parish Engagement Ideas, *continued*

- Engage SVDP's Systemic Change initiative:  
<https://www.svdpusa.org/systemicchange/>
- Ensure all Workforce Development & Job training programs connect people to Living Wage jobs & high-road employers
- Identify and address common barriers to employment (e.g. childcare)
- Support local CCHD-funded groups addressing Economic Equity
- Celebrate CCHD's 50<sup>th</sup> Anniversary
- Support local Living Wage efforts & “vote with your dollar”

... and other  
creative ideas!



# Closing Prayer Intentions

**We pray** for a renewal of spirit for the men and women who must work in jobs that ignore the dignity of their personhood. We pray to the Lord.

**We pray** for all essential workers who work in the agricultural, manufacturing, and public service sectors. That they are provided safe working conditions and access to affordable healthcare. We pray to the Lord.

**We pray** for the men and women who have recently lost employment. We pray for their continued perseverance and determination as they continue to seek ways in which to participate in God's creative work. We pray to the Lord.

**We pray** for the men and women who own companies, who lead companies, and who make decisions regarding safe work conditions and adequate wages. We pray that these leaders will act in the best interests of their laborers. We pray to the Lord.

# Closing Prayer Intentions, *continued*

**We pray** for union leaders, national and local, who are responsible for speaking for workers. May they be guided by the grace and wisdom of the Holy Spirit to be servant leaders. We pray to the Lord.

**We pray** for men, women, and children who experience a lack of solidarity and support in their daily struggle to survive. May we be aware of our responsibility to listen to the needs of our brothers and sisters in the world. We pray to the Lord.

**We pray** that as we are reminded that it is right and just to receive a fair wage for work, we may strive to promote dignity and respect for all in the workplace. We pray to the Lord.

**We pray** for those who have lost their lives while working, and especially those who died from COVID-19, that they might be welcomed into the heavenly kingdom; and for their families, that they might be comforted and find security. We pray to the Lord. **... Amen.**

THANK YOU!

Questions?

Aimee Shelide Mayer,  
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