



### **Manhattan College Statement on NLRB Decision**

**RIVERDALE, N.Y., Aug. 27, 2015** – On August 26, Karen P. Fernbach, Regional Director of the National Labor Relations Board’s office in New York, issued a supplemental decision in the proceeding dealing with the unionization of Manhattan College’s part-time faculty members. The Regional Director, under the current National Labor Relations standard, acknowledges that Manhattan College provides a religious educational environment to its students and that the College “consistently identifies itself as a Lasallian Catholic institution and publicly describes those values as inspiring the education it provides.”

The Regional Director’s decision also found that “the College introduced an overwhelming amount of evidence of ... how its full time members are expected to maintain the College’s religious environment...” Notwithstanding these two indisputable rulings, the Regional Director determined that the adjunct faculty do not have the same responsibility as full time faculty and therefore the Board determined that it would assert jurisdiction.

In the College’s brief to the NLRB, Manhattan College argued that as a Lasallian Catholic College, the College merits First Amendment protection as a result of the religious freedom clauses under the authority of a series of decisions in the federal courts.

“We are disappointed, but not surprised, by the ruling. We continue to assert our position that the NLRB does not have the right to define what constitutes the Catholic identity and mission of the College,” said Brennan O’Donnell, president of Manhattan College.

The decision in the Manhattan case follows the same pattern as other Regional offices of the NLRB facing the same issue with other religious colleges across the country.

The College is considering how it will respond to the ruling.