

Table 1

	CND (1979)	LU (1982)	UCB (1984)	SJC (1986)	UGB (1997, 2000)
Factors considered in NLRB ruling					
College-level education (not elementary or secondary)	x	x	x		
Bargaining unit includes teaching or non-teaching employees	x	x	x	x	x
Establishment by diocese/religious order	x	x	x	x	
Independence of board of trustees from diocese/religious order	x	x	x	x	x
Trustee representation of founding diocese/religious order	x	x	x	x	
Number of trustees who are priests/religious	x	x	x	x	x
Financial support from diocese/religious order	x		x	x	x
Property ownership by diocese/religious order	x	x	x	x	
Disposition of assets upon dissolution of college	x		x	x	
Recognition by Church as Catholic college			x		
Compliance with Church requisites for Catholic colleges			x		
Mission statement/articles of incorporation	x		x		x
Statements in college publications	x				
Participation in government student-aid program	x		x		
Receipt of government aid	x	x	x		
Crucifixes/religious objects on campus	x			x	
Availability of religious services	x		x	x	
Requirements for attending religious services	x		x	x	
Observance of religious holidays	x				
Number of religion courses required	x	x	x	x	x
Requirements to study Catholic faith	x	x	x	x	x
Religious nature of curriculum	x		x	x	x
Student admissions based on religious preference	x	x	x		x
President selection based on religious preference		x		x	x
Faculty hiring/promotion based on religious preference	x	x	x		x
Employees held to religious/moral standards			x	x	x

CND (1979) = *College of Notre Dame and International Union of Operating Engineers, Stationary Local No. 39, AFL-CIO, Petitioner*, 245 NLRB 44 (1979)

LU (1982) = *Lewis University and Faculty Life Committee of the College of Arts and Sciences, Petitioner*, 265 NLRB 157 (1982)

UCB (1984) = *Universidad Central de Bayamon and Union de Profesores Universitarios (UPU), Petitioner*, 273 NLRB 138 (1984)

SJC (1986) = *Trustee of St. Joseph's College and The Faculty Association of St. Joseph's College, Maine Teacher's Association and National Education Association, Petitioner*, 282 NLRB 9 (1986)

UGB (1997, 2000) = *University of Great Falls and Montana Federation of Teachers, AFT, AFL-CIO, Petitioner*, 325 NLRB 3 (1997), 331 NLRB 188 (2000)