

The Church should elect to cover its employees under Social Security and unemployment compensation insurance. Payments should be made on behalf of lay workers in the Church to assure both active and retirement benefits. (Ministers are required to file their own Social Security Tax return and to make the required payments.)

c. *Group Health Insurance*

Coverage should be provided by the employer for full-time workers. The denominational plan is available in most Conferences; others offer similar plans. Call your Conference office for details and assistance.

d. *Group Disability Benefits coupled with Group Term Life Insurance*

Full-time employees should have protection against possible disability, and death benefits to provide for their families in the event of death. Coverage in the Family Protection Plan for Lay Workers offered by the denomination will assist in meeting this need. Recommended: the premium of 1% of total salary should be paid by the employer.

3. *Reimbursement of Business Costs*

Actual expenses to meet the cost of automobile operations, if required by the job, out-of-pocket expenses, and other business costs should be met by the employer (commuting costs excluded).

4. *Working Conditions*

Employees should be able to work in comfortable, safe surroundings, with adequate equipment.

11. RESOLUTION ON SUPPLEMENTATION FOR RETIRED LAY WORKERS

Mr. Jones referred the delegates to Advance Materials, Section II, pages 30-32, and moved the adoption of the revised resolution on Supplementation for Retired Lay Workers. In response to a question about the disposition of the Overture submitted by the Westmoreland Association of the Penn West Conference, Ms. Sara Sawtell indicated that this Overture had been referred directly to the Pension Boards. There was discussion on the resolution on Supplementation for Retired Lay Workers, and it was

79-GS-69 VOTED: The Twelfth General Synod adopts the Resolution on Supplementation for Retired Lay Workers:

Resolution: Supplementation for Retired Lay Workers

BE IT RESOLVED, the Twelfth General Synod of the United Church of Christ establishes a Pension Supplementation plan for retired workers and their spouses based on length of service and need effective as of January 1, 1980, subject to the availability of funds within the basic support allocation to the Pension Boards.

1. Length of service shall be determined on the basis of dues paying membership in the Retirement Fund for Lay Workers; the service requirement should be met completely by 30 years of such dues paying service.
2. The need for supplementation would be determined by the relationship of the total of all regular pension income and social security benefits of a lay worker annuitant

and spouse, to a specified minimum total from such sources. There would be no supplementation if net worth exceeds a specified maximum amount, exclusive of a personal residence.

3. The specified amount of minimum pension and social security income and maximum net worth would be determined by the General Synod for each biennium in the light of economic conditions and the amount of money available for supplementation. The specified amount of minimum pension and social security income and maximum net worth utilized in the supplementation plan for lay workers shall be the same amounts determined by General Synod with respect to the supplementation plan for minister's annuity.
4. The determination of a specified minimum income and net worth by the General Synod would be made in the light of a recommendation of the Pension Boards, and with full realization that if the minimum income or net worth is set high there will not be sufficient funds to make the payments to all eligible annuitants.
5. The income standard for surviving spouse would be raised to an amount in excess of 60% but not more than 75% of the specified income level of the lay worker.
6. Determination of total income for the current year from all regular pensions and all Social Security benefits would be based on the rates in effect at the beginning of the year. For annuitants not receiving Social Security benefits, the minimum amount of Social Security benefit each individual would have received, had he or she participated in Social Security shall be added to the annuitant's pension income in arriving at the total income.
7. Supplementation would work this way: if an annuitant lay worker with 30 years of dues paying service and spouse have an annual income of \$1,000 from all regular pensions and \$4,000 from all Social Security benefits and the minimum annual income were fixed at \$6,000, the supplement would be \$1,000. If the lay worker annuitant dies having completed 30 years of dues paying service, and leaving a surviving spouse, the minimum annual income would be \$3,600 (60% of \$6,000); if the spouse's total annual income from all regular pension and Social Security benefits were \$2,500, the supplement would be \$1,000. If the lay worker had completed only 15 years of dues paying service and was receiving the same income (\$1,000 from pensions and \$3,000 from Social Security) the supplementation amount would be \$1,000, or 15/30 of \$2,000.

It is expected that pension income would remain constant from year to year except for Social Security which has a published increase. Further, it is anticipated that individuals beyond retirement age would be unlikely to generate material increases in their personal assets. Accordingly, an information form at retirement with periodic confirmation (3 to 5 years) would be sufficient for the determination of rights to annual supplementation.
8. In light of inflation, it is recommended that the Executive Council make a determination as to whether or

not the recommended annual payment to the Pension Board of 11% of the worker's salary basis will provide an adequate retirement income above the supplemental level, especially for lay workers receiving low salaries.

12. OVERTURE: IMMIGRATION AND THE UNDOCUMENTED WORKER

The Moderator recognized the Rev. Samuel W. Fogal (CT), Co-Chairperson of Section B, for a continuation of the Section report. Mr. Fogal referred the delegates to Advance Materials, Section II, pages 137-140, Section III, page 20, and moved the adoption of the resolution on Immigration and the Undocumented Worker. Mr. Fogal called on Mr. Llewellyn Jones (IL) to speak to the Overture. Mr. Jones said that this Overture deals with an issue that is far removed from most of us involving the exploitation of a large group of workers. The Overture gives us the opportunity of being involved in finding a solution to a very difficult problem.

The Rev. Arthur A. Ludwig (CA-SY) was recognized and moved to amend the Overture by deleting the words in paragraph A3 and substituting the words "encourage and request all fifty states and their departments of public welfare to render social services to undocumented immigrants." It was agreed to make this change in the Overture. There was discussion, and it was

79-GS-70 VOTED: The Twelfth General Synod adopts the Overture on Immigration and the Undocumented Worker as amended:

Overture: Immigration and the Undocumented Worker

The Twelfth General Synod of the United Church of Christ supports the following:

During the ensuing biennium, comprehensive policy and program should be developed for the work of the United Church of Christ on the issues of immigration and the plight of the undocumented worker. Implementation may be related to the Office for Church In Society project on "The Rights of New Immigrants," co-ordinated with other instrumentalities. In addition, an advisory or consultative body should be gathered inviting representation from new immigrant groups to participate in planning and program.

Recognizing that a national consultative group, as described above, will recommend future policy positions, the following principles upon which further policy may be developed are as follows:

- A. National immigration legislation should:
 1. create a more equitable and realistic basis for the establishment of immigration quotas (e.g., for Mexico from 20,000/year to 50,000/year)
 2. restore former immigration law by which United States born children retained the right of documentation for their parents assuring the unity of family
 3. encourage and request all fifty States and their departments of public welfare to render social services to undocumented immigrants
 4. refrain from imposing sanctions and/or fines on employers for hiring the undocumented worker.
- B. The efforts of Commissioner, Leonel Castillo, to make the Immigration Naturalization Service more humane

and responsive to the human rights of immigrants, should be supported.

- C. U.S. relations with the countries of immigrant origin are intrinsic to any resolution (e.g. Mexico), and those relations and conditions which create immigration problems should be examined. Close collaboration with our United Church Board for World Ministries would be advisable.
- D. Basic human rights must, at all times, be the principal and underlying basis leading to any legislative or administrative solution to the issues of immigration.

Resource and educational materials should be circulated throughout the denomination on the history of immigration in this country, some background on several of the principal immigrant groups of the current era, and public policy matters surrounding this issue. At the same time, instrumentalities, conferences, associations, and congregations are invited to study this issue and to share resources to implement this effort. Coordination should be designated by the Executive Council to the appropriate instrumentality of the church.

13. OVERTURE IN SUPPORT OF THE CONSTITUTIONAL AMENDMENT GRANTING FULL VOTING REPRESENTATION FOR WASHINGTON, D.C.

Mr. Fogal referred the delegates to Advance Materials, Section IV, page 14, and moved the adoption of the revised Overture in Support of the Constitutional Amendment Granting Full Voting Representation for Washington, D.C. Mr. Fogal called on the Rev. Richard W. Beebe, (ME) to speak to the Overture. Mr. Beebe said that the Overture speaks to an injustice which exists in the nation's capital, Washington, D.C., in a nation that prides itself on justice. This is an opportunity for the General Synod to speak on another justice issue. There was discussion, and it was

79-GS-71 VOTED: The Twelfth General Synod adopts the Overture In Support of the Constitutional Amendment Granting Full Voting Representation for Washington, D.C.:

Overture: In Support of the Constitutional Amendment Granting Full Voting Representation for Washington, D.C. PURPOSE:

To ask the Twelfth General Synod of the United Church of Christ to support the proposed Constitutional amendment approved by U.S. Congress in 1978 and sent to the states for ratification granting the District of Columbia full voting representation, and

To ask the Twelfth General Synod to urge Conferences, Associations, local churches and members of the United Church of Christ to actively support the ratification efforts in their respective states.

EVIDENCE/RATIONALE:

Because the nearly 700,000 Americans who live in the District of Columbia (a population larger than eight states of the Union) already carry responsibilities of citizenship (237 D.C. residents lost their lives in Vietnam), we firmly believe they should have the same privileges enjoyed by all other Americans.

The lack of full voting representation means that presently District of Columbia residents have no vote and limited voice in the legislation which affects not only taxation and