

MONDAY AFTERNOON

**14. RECOMMITMENT TO AFFIRMATIVE ACTION IN LIGHT OF RECENT SUPREME COURT DECISIONS**

The Moderator recognized Ms. Margaret Jacoby to present the work of Committee Six. Ms. Jacoby reviewed the work of Committee Six and moved that the Twentieth General Synod adopt the Resolution "Recommitment to Affirmative Action in Light of Recent Supreme Court Decisions." Ms. Jacoby called on Ms. Pat Eggleston (ILL) to speak to the issue. Ms. Eggleston spoke in support of the resolution.

Discussion continued and Mr. Stephen Ray (CONN) proposed to amend the third paragraph by adding the words "and continuing" after the word "past." This was accepted as a friendly amendment.

The Rev. John Krueger (KO) offered a friendly amendment that the words "hire" and "hired" be changed to "calling" and "called." This was also accepted as a friendly amendment.

After further discussion, Mr. Wayne Shannon (IK) called the previous question and the Twentieth General Synod voted to close debate.

95-GS-50 VOTED: The Twentieth General Synod adopts the Resolution "Recommitment to Affirmative Action in Light of Recent Supreme Court Decisions."

**RESOLUTION ON "RECOMMITMENT TO AFFIRMATIVE ACTION IN LIGHT OF RECENT SUPREME COURT DECISIONS"**

WHEREAS Jesus, in defining his mission and ministry, stated as recorded in Luke 4:18-19 (NRSV), "The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor;"

WHEREAS as the United Church of Christ, we take Jesus' mission and ministry as our mission and ministry as a church;

WHEREAS Affirmative Action is a process and/or practice to remedy past and continuing discrimination;

WHEREAS the United Church of Christ has from its inception demonstrated our commitment to Affirmative Action as embodied in resolutions from General Synods 11, 12, 13, 15, 16, 17;

WHEREAS Affirmative Action programs and processes have provided a successful beginning in addressing

discrimination based on racial/ethnic status, gender, age or disability; such discrimination has not been remedied; and

WHEREAS there have been efforts to dismantle Affirmative Action programs across the nation, as evidenced by recent Supreme Court decisions and, accordingly, in keeping herewith;

THEREFORE, BE IT RESOLVED that the Twentieth General Synod declares its recommitment to the goals and objectives of AFFIRMATIVE ACTION programs and processes within and without the church;

BE IT FURTHER RESOLVED that the Twentieth General Synod calls upon the President of the United Church of Christ:

--- to demonstrate its reaffirmation to justice within the UCC work population by expeditiously calling an Assistant to the President for Affirmative Action and Equal Opportunity, who has demonstrated commitment to the principles of Affirmative Action and who will be called at an equitable salary level commensurate with experience, in accordance with previous General Synod Resolutions;

--- to further demonstrate the recommitment to justice in the work place within the United Church of Christ by expeditiously reconvening the Affirmative Action Advisory Committee with an appropriate level of funding;

--- to expand the mandate of the Affirmative Action Committee to include theological reflection, advocacy and education with respect to reaffirmation of Affirmative Action as a legitimate means to remedy past wrongs of discrimination within the church;

--- to convey to the Congress of the United States through letters, personal testimony and conversation that Affirmative Action laws should in fact be strengthened rather than dismantled;

--- to draft a PASTORAL LETTER to the churches of the United Church of Christ, concerning the issue of recommitment to Affirmative Action as a legitimate means to remedy the affects of past injustices respecting discrimination in the work force and that the same be published widely through all means available including, but not limited to, United Church News; letters to the conferences, to the boards and directors of the instrumentalities, to the Committee of Instrumentality Executives, to the members of the Executive Council; and through other appropriate means; and

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BE IT FURTHER RESOLVED that the Twentieth General Synod, calls upon the Commission For Racial Justice, The Office For Church In Society, The Coordinating Center For Women and the United Church Board For Homeland Ministries:

--- to expeditiously convene an **AFFIRMATIVE ACTION ADVOCACY STRATEGY COMMITTEE** composed of staff, volunteers, representatives from each ethnic caucus and persons with disabilities to discern ways to provide resources to the Congress and other appropriate bodies to assist in its reaffirmation of Affirmative Action as a legitimate, compassionate and just means to remedy past wrongs of discrimination within the society;

--- to host, within the next biennium, a **NATIONAL AFFIRMATIVE ACTION STRATEGY CONFERENCE** to develop strategies for promoting the reaffirmation of Affirmative Action and justice which will shape and impact the public discourse on the reaffirmation of Affirmative Action as a legitimate means to remedy past and continuing injustices of discrimination; and

BE IT FINALLY RESOLVED that the Twentieth General Synod encourages the conferences, associations and local congregations of the United Church of Christ to reaffirm our commitment to Affirmative Action and justice, to actively participate in national and local Affirmative Action initiatives (e.g. opposing the California Civil Rights Initiative), to advocate for Affirmative Action among legislators and other government officials, and to work for models of advocacy that impact the public discourse in favor of a diverse work force.

Subject to the availability of funds.

**15. POINT OF PERSONAL PRIVILEGE**

The Moderator recognized Ms. Bernice Powell Jackson, Executive Director of the Commission for Racial Justice, who requested a Point of Personal Privilege. Ms. Jackson thanked the General Synod and the United Church of Christ for its statement on behalf of affirmative action.

**16. COMMUNITY BUILDING**

The Moderator called on the Rev. Pat De Jong for another time of community building.

**17. RESOLUTION "ADOPTING ETHICAL GUIDELINES FOR LABOR RELATIONS IN CHURCH ORGANIZATIONS AND RELATED ORGANIZATIONS"**

The Moderator called on Ms. Carol Shipley, Chair of Committee Thirteen, to present the work of her committee.

Ms. Shipley called the attention of the delegates to Packet B and moved the adoption of the Resolution "Adopting Ethical Guidelines For Labor Relations in Church Organizations And Related Organizations." Ms. Shipley yielded her time to Mr. Charlie Whittemore (NH) who spoke in support of the resolution. Discussion followed.

Ms. Laurie Draffen (MO) moved the previous question and the Twentieth General Synod voted to close debate.

95-GS-51 VOTED: The Twentieth General Synod adopts the Resolution "Adopting Ethical Guidelines For Labor Relations in Church Organizations and Related Organizations."

**RESOLUTION ON "ADOPTING ETHICAL GUIDELINES FOR LABOR RELATIONS IN CHURCH ORGANIZATIONS AND RELATED ORGANIZATIONS"**

WHEREAS the General Synod, Board for Homeland Ministries, Office for Church in Society and other bodies of the United Church of Christ (UCC) have affirmed that all workers covered under the National Labor Relations Act have the legal right to organize for the purpose of bargaining collectively with their employers;

WHEREAS United Church of Christ congregations, institutions, judicatories and instrumentalities are widely expected to exercise compassion, decency and respect toward their employees who are, in turn, expected to exercise compassion, decency and respect toward those whom their employing body serves, and respect to their employers; and

WHEREAS it is important to formally reaffirm commonly accepted standards of compassion, decency and respect which can inform the labor relations policies of UCC organizations and related organizations;

THEREFORE, BE IT RESOLVED that the Twentieth General Synod:

Adopts the following **Statement of Ethical Guidelines for Labor Relations in UCC organizations and related organizations**, commends them to all employers who operate in official relationship to the UCC and are subject to the provisions of the National Labor Relations Act, and urges their formal consideration and adoption by such organizations.

BE IT FURTHER RESOLVED that the Twentieth General Synod of the United Church of Christ directs the Executive Council to communicate this action along with the guidelines to all UCC employers and related employers and to annually prepare a list of those organizations which have adopted these guidelines or through other organizational policies and practices have demonstrated substantial