

MONDAY AFTERNOON

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

MONDAY AFTERNOON

compliance with the substance and intent of these guidelines.

ETHICAL GUIDELINES FOR LABOR RELATIONS FOR UNITED CHURCH OF CHRIST ORGANIZATIONS AND RELATED ORGANIZATIONS

I. TREAT EMPLOYEES AS YOU WOULD LIKE TO BE TREATED

- A. Unambiguously affirm that employees do not forfeit their right to organize and bargain collectively when they go to work for a UCC organization or related organization.
- B. Refrain from any actions, legal or illegal, which exercise the power of the employer in an abusive or coercive fashion, including, but not limited to, the following:
 1. Conducting “closed door” or “captive audience” meetings with employees.
 2. Subtle or overt threats to employee job security as a result of any involvement in union organizing activity.
 3. In the event of a strike, hiring of permanent replacement workers.

II. RESOLVE DIFFERENCES QUICKLY

- A. Immediately recognize the self-determination of employees expressed through an affirmative majority vote to be represented by a union. Refrain from engaging in challenges to election results unless there is unambiguous evidence that elections were unfairly conducted.
- B. If a union is recognized, make every effort to negotiate a fair contract quickly. Specifically, refrain from engaging in any delaying tactics which might be perceived as an effort to overturn the original result in a recertification election.
- C. Consider allowing card-check recognition as an alternative to the standard union election procedure.

III. SEEK WIN-WIN SOLUTIONS

- A. If a union representation is established, retain labor relations counsel with a reputation and record for fair and timely negotiation of labor contracts.

B. Openly affirm that employees can be loyal to both the union and the employer. Avoid statements or materials which imply that union participation is anti-employer behavior.

C. Expect to work with the union as a partner and resource in the pursuit of the organization’s mission to those it, and by extension its employees, serves.

18. RESOLUTION “UCC RESPONSE TO CHURCHES IN COVENANT COMMUNION AND PROPOSED RECOMMENDED ACTION”

The Moderator recognized the Rev. Rod Mundy to continue the report of Committee Fourteen, which was begun during the Fifth Plenary. Mr. Mundy reviewed the status of the resolution before the delegates and referred them to the advanced materials. He explained that the information on pp. 137-140 of the Program/Worship and Business Book is background information; the information on pp. 140-153 is the response; and that the recommendations are found on pp. 143-144. Mr. Mundy read the main motion, which was the item before the body at the time this piece of business was last considered.

Assistant Moderator Taylor asked for discussion; there was no further discussion.

95-GS-52 VOTED: The Twentieth General Synod adopts the Resolution “United Church of Christ Response to Churches in Covenant Communion and Proposed Recommended Action.” *[The text of the Resolution “United Church of Christ Response to Churches in Covenant Communion and Proposed Recommended Action” is located in Appendix E.]*

19. RESOLUTION “DEEP ECUMENISM”

Assistant Moderator Taylor asked Mr. Mundy to continue the report of Committee Fourteen. Mr. Mundy stated the only remaining piece of business was the Resolution “Deep Ecumenism.” Mr. Mundy moved on behalf of Committee Fourteen that the Resolution “Deep Ecumenism” be referred to the Executive Council. There was no discussion. *[The complete text of the Resolution “Deep Ecumenism” is located in Appendix C.]*

95-GS-53 VOTED: The Twentieth General Synod refers the Resolution “Deep Ecumenism” to the Executive Council.

20. MUTUAL RECOGNITION AND RECONCILIATION OF ORDAINED MINISTRIES CHANGES TO THE CONSTITUTION AND BYLAWS

The Moderator called on the Rev. Susan Henderson, Chair of Committee Nine, who directed the attention of the