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WHEREAS, these women reported to PFN in late March of this year that, even working sixty or more hours a week, they are barely able to get by;

WHEREAS, similarly, young women working at Liz Claiborne's Doall factory in El Salvador earn 60 cents an hour though they work 13 to 15 hours per day, an amount which is just half what they need to live;

WHEREAS, many people in the U.S. became aware of the horrible conditions under which children and impoverished women and men labor during the Kathie Lee Gifford sweatshop exposé in 1996;

WHEREAS, President Clinton convened The White House Apparel Industry Partnership (AIP) bringing together business leaders, human rights groups, consumer and religious organizations and labor unions to establish a standard for safe, fair, child-free manufacture of products in the U.S. and abroad;

WHEREAS, in November 1998, the AIP established an Apparel Industry Partnership Agreement (the Fair Labor Association and the Workplace Code of Conduct) which purported to address concerns about sweatshop conditions, child labor, and labor rights;

WHEREAS, the AIP Agreement provides neither credible standards for public disclosure of workplace conditions nor adequately addresses the use of child labor and fails to support workers' right to organize or to receive a living wage; and

WHEREAS, the Interfaith Center for Corporate Responsibility, an instrumentality of the National Council of the Churches of Christ in the U.S.A. which is supported by the United Church of Christ, and labor groups, refused to support this "Agreement" and withdrew in protest from the AIP;

THEREFORE, BE IT RESOLVED that, while the United Church of Christ seeks to eliminate child labor, the Twenty-second General Synod of the United Church of Christ supports the following principles for a meaningful AIP Agreement: allow children under the mandatory educational age, who are working in the apparel industry, to complete their schooling; establish a regular work week of forty-eight hours, the common standard world-wide; all overtime should be voluntary; for those corporations choosing to operate in countries run by dictators, require these corporations to support workers' rights to organize, and stand up to, rather than profit from dictatorships; pay employees a living wage that can sustain an individual and his or her family; establish a monitoring organization that is totally independent from the corporations, neither controlled

by those corporations nor utilizing the accounting firms or reporting services of those corporations for its work; and establish a grading system or other process that would reliably differentiate companies based on their human rights records; and

THEREFORE, BE IT FURTHER RESOLVED that the Twenty-second General Synod of the United Church of Christ encourage its members, and others sympathetic to the plight of disadvantaged clothing workers, to become more discerning consumers willing to pay for the increased costs of goods manufactured in accord with the guidelines of this resolution; that the Twenty-second General Synod of the United Church of Christ affirm the People of Faith Network's statement against the Apparel Industry Partnership Agreement (the Fair Labor Association and the Workplace Code of Conduct); that the Twenty-second General Synod of the United Church of Christ send this resolution to the members of the Apparel Industry Partnership; that the Twenty-second General Synod of the United Church of Christ encourage member Conferences, Associations and local churches to sign the PFN Statement against the AIP Agreement and contact the People of Faith Network to educate themselves further on these issues; and that the Twenty-second General Synod of the United Church of Christ request that the Secretary of the United Church of Christ send a copy of this resolution to the President of the United States.

Funding for this action will be made in accordance with the overall mandates of the affected agencies and the funds available.

15. BLESSED INTERRUPTION

Assistant Moderator Frieberg called on Mr. Phil Porter (CA NV,N) for a "Blessed Interruption."

16. RESOLUTION "HEARING THE VOICE OF THE CHURCHES"

The Assistant Moderator called on Rev. David W. Biebighauser (SD) for the report from Committee 12.

Mr. Biebighauser referred the delegates to the resolution and moved that the Twenty-second General Synod adopt the Resolution on "Hearing the Voice of the Churches." Mr. Biebighauser spoke briefly to the resolution.

Rev. Barron P. Barley (PC) moved to amend the resolution by adding the words "and that the same or a successor mechanism shall be in effect for all General Synods to come." following the words "Twenty-third General Synod." Mr. Barley expressed concern that

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without this amendment the Twenty-third General Synod might be the only Synod where this happens. He stated that was not the intent of the original resolution and that this General Synod should share its intention that this mechanism or a successor mechanism be in effect for the General Synods to come.

Rev. Anne L. Ferrugio (PNE) spoke against the motion to amend stating that the delegates did not know what that mechanism was going to look like, whether it would be effective or not or whether it was a good one; and therefore, she did not think we should saddle all future General Synods with an unknown mechanism.

Bruce Swanson (CAC) spoke against the amendment for the same reasons as stated earlier.

There being no further discussion, Assistant Moderator Frieberg called for a vote on the amendment.

99-GS-31 VOTED: The Twenty-second General Synod defeats the amendment.

The Assistant Moderator asked for further discussion on the main motion.

Rev. Virginia H. Child (CONN) spoke in opposition to the resolution. Ms. Child explained her concern that resolutions which come to Synod are actually pieces of work in process waiting for us to gather under the guidance of the Holy Spirit to consider, discuss and understand where God is leading the Synod of the United Church of Christ. She felt that if the resolutions were sent to local churches before Synod, they we may be misled into believing that local churches are having to decide on things which have not yet really come before the Synod. Ms. Child also felt it is a premature action to expect them to read these things and understand them without having the input at Synod and described that many who have been to Synods in the past know that many resolutions come here and are substantially modified under the guidance of the entire church gathered. Ms. Child urged defeat of this resolution.

Ms. Wynnie Johnson (IS) spoke in favor of the resolution stating she feels as a member of a local church who does not know much outside of the local church, having the resolutions before Synod would help her church know what the church as a whole is doing. Ms. Johnson explained that she was on Committee 12 and the words were added in such a way as it would be clear to the local church that giving delegates feedback would not sway votes of the General Synod. She clarified that the resolution is not asking local churches

to tell delegates how to vote, but give feedback and allow small churches to feel they have an opportunity to be heard and feel as if they have some say about what happens outside of the local church.

Discussion continued with persons speaking for and against the resolution. Assistant Moderator Frieberg called for the vote.

99-GS-32 VOTED: The Twenty-second General Synod adopts the Resolution "Hearing the Voice of the Churches."

HEARING THE VOICE OF THE CHURCHES

WHEREAS, the basic unit of the United Church of Christ, the local congregation, and the other expressions of the church within the United Church of Christ are bound together by faith in Jesus Christ, the head of the Church, and by covenant commitments;

WHEREAS, this Covenantal relationship holds the local churches and the General Synod, as well as all other expressions of the church, spiritually accountable to one another in respect to discerning God's will;

WHEREAS, the Holy Spirit's movement is important in discerning God's will and in strengthening Covenantal relationships;

WHEREAS, the Holy Spirit moves in both the local congregations, in the General Synod deliberations and in deliberations of other expressions of the church;

WHEREAS, many local churches either are not confident that the General Synod and national leadership of the United Church of Christ are concerned about their thoughts and concerns or believe that the General Synod and national leadership are not concerned about their thoughts and concerns;

WHEREAS, it is important to strengthen the Covenantal relationship and the trust levels within the United Church of Christ;

WHEREAS, the intent of the General Synod process and its standing rules is to facilitate both accountability and responsiveness to the movement of the Holy Spirit within its deliberations;

WHEREAS, the delegates to the General Synod function in a creative tension between giving voice to the concerns of their local churches and attending to the voices of fellow delegates and their own consciences as together they seek to discern and follow the movement of the Holy Spirit;

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WHEREAS, the General Synod process does provide a means for local churches to communicate their critical responses to each pronouncement and proposal for action to the appropriate committee of the General Synod; and

WHEREAS, the General Synod does not provide such a process for resolutions of witness, prudential resolutions and other formal motions mailed to delegates in advance of the General Synod;

THEREFORE, BE IT RESOLVED that the Twenty-second General Synod of the United Church of Christ urges the Executive Council to develop a mechanism by which local churches can respond to the resolutions that will be submitted to the Twenty-third General Synod. This mechanism will seek to honor the voice of the churches even as it honors the deliberations of those gathered delegates who are empowered to act.

Funding for this action will be made in accordance with the overall mandates of the affected agencies and the funds available.

17. RESOLUTION "REDRESSING THE EFFECTS OF 1996 WELFARE LEGISLATION"

Mr. Biebighauser introduced the Resolution "Redressing the Effects of 1996 Welfare Legislation" and on behalf of Committee 12 moved its adoption. He explained that the Committee had only positive conversation on the intent of this resolution; however the Committee did make some changes. Mr. Biebighauser reviewed the changes made by the Committee.

There was discussion and questions for clarification were asked and answered.

Mr. Tony D. Lewis (CA NV,N) offered a friendly amendment that following the first "THEREFORE" insert the words, "including those" following families to read "which would assist low income families including those with one or more members employed."

This amendment was accepted as friendly.

Rev. Zoltan D. Szucs (CA.SY) offered a friendly amendment, that in the previously added editorial paragraph add "ethnic origin" just before the word "gender" so the statement reads "race, class, ethnic origin, gender and disability."

This amendment was accepted as friendly.

Mr. Drew Carouthers (WIS) raised a concern about using the word "including" because the original intention was to state that welfare reform has not worked the way we would like it to. He said that one of the things about welfare reform he liked was that it attempts to help people who are trying to help themselves. While supporting race, class, ethnic origin, gender and disability issues, he urged retention of the original wording, "one or more members employed."

There being no more discussion, the Assistant Moderator called for the vote on the motion.

99-GS-33 VOTED: The Twenty-second General Synod adopts the resolution on "Redressing the Effects of 1996 Welfare Legislation."

REDRESSING THE EFFECTS OF 1996 WELFARE LEGISLATION

WHEREAS, Temporary Assistance for Needy Families (TANF), which replaced Aid for Families with Dependent Children, is now systematically being terminated, according to the specific plan of each state, for families not meeting work requirements within two years of receiving benefits, increasing poverty, hunger, homelessness and lack of child and health care for affected households;

WHEREAS, even among families which have succeeded in meeting the established work requirements, fewer than 24 percent are receiving a level of pay sufficient to raise them above the poverty line for a family of three, and 56 percent are receiving incomes less than three-fourths of the poverty line;

WHEREAS, such earnings are too low to provide the supports which are necessary in order for parents to sustain their employment, particularly child care and transportation, and co-payment requirements to receive assistance are too high (so that in Pennsylvania, for instance, co-payments for child care have increased by 200 percent for families at 80 to 90 percent of the federal poverty level);

WHEREAS, the provisions of the 1996 PRWORA for exemptions from termination of benefits is insufficient to serve the number of families in need of exemption in many states;

WHEREAS, the impact of these policies and practices is especially severe on families with children, above all, mentally and developmentally challenged children, as well as families with unanticipated health care crises and victims of domestic violence, whose nutrition, education, health and family life are adversely affected