

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

**A Resolution Adopted by the XX General Synod of the United Church of Christ (1995)**

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 UCC 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 UCC 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 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.