

1 The Business Committee of the Thirty-first General Synod has recommended this proposed  
2 resolution be sent to a Committee of the General Synod.

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4 **Enact Minimum Wage Laws of \$15 Per Hour**

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6 **A Resolution of Witness**

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8 **Submitted by the Connecticut Conference UCC**

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10 **SUMMARY**

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12 This resolution speaks for the passage of legislation that will raise minimum wages to at  
13 least \$15 per hour in municipal, state, and federal jurisdictions, calling upon all settings of the  
14 United Church of Christ, national, conferences, and congregations to dedicate maximum effort  
15 toward this goal.

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17 **BIBLICAL, THEOLOGICAL, AND HISTORICAL GROUNDING**

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19 The scriptures express consistent concern for the well-being of those described as the “least  
20 among us” and the greatest determinant of well-being is a family income large enough to provide  
21 shelter, food, clothing, education, and health care. The U.S. Department of Health and Human  
22 Resources 2015 guidelines for a family of four living in poverty is a household income of  
23 \$24,250 which is not adequate to provide those basic necessities. The federal minimum wage is  
24 currently \$7.25 per hour (roughly \$15,000 per year or \$1250 per month). This is far too low.  
25 Researchers have consistently found that a minimally adequate standard of living requires an  
26 income that is roughly twice the poverty-income.

27 Given that all faiths share a common understanding which calls the faithful to love one  
28 another, advocacy to ensure that working people are compensated well enough to live above the  
29 poverty line and support their families, is an act of love and a vital step in creating a just society.  
30 There is a national movement within the United States to raise minimum wages and the United  
31 Church of Christ has a clear and valued tradition of advocacy on many issues that affect the well-  
32 being of families and individuals. Therefore, we the United Church of Church of Christ,  
33 standing firmly within our tradition, will speak boldly and clearly on this issue which affects so  
34 many families in this nation.

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36 **TEXT OF THE MOTION**

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38 WHEREAS, scripture calls God’s people care “*for the widow, the orphan, and the alien living*  
39 *among you*” (Deuteronomy 24:17-21); and

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41 WHEREAS, Scripture declares that “*God is a God of Justice*” (Isaiah 30:18) and we believe that  
42 God’s grace and judgment are active in all life; and

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44 WHEREAS, we believe that God requires us to act for and *with justice, mercy, and humility*  
45 *before God* (Micah 6:8); and

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47 WHEREAS, Jesus called disciples to “*care for the least*” among them (Matthew 25:31–46) and  
48 the United Church of Christ, in declaring its support “For The Common Good” (GS 2005)  
49 resolved that all settings of the United Church of Christ “will do justice and promote the  
50 common good by working actively to ensure full employment, dignity on the job, living wages,  
51 and sufficient income for everyone;”; and  
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53 WHEREAS, the U.S. Department of Health and Human Resources 2015 guidelines for a family  
54 of four living in poverty is a household income of \$24,250; and  
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56 WHEREAS, wages of \$15 per hour for a 40-hour workweek constitute an annual wage of  
57 \$32,000 which only begins to address the economic injustice of minimum annual wages that are  
58 below federal poverty guidelines; and  
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60 THEREFORE BE IT RESOLVED THAT WE, the delegates to the 31<sup>st</sup> General Synod of the  
61 United Church of Christ, recognizing the urgent need for more just minimum wages, call upon  
62 the member churches of the United Church of Christ to examine their compensation of part-time  
63 and full time staff to assure that each is paid at least \$15 per hour, or plan to reach that minimum  
64 compensation by 2019; and  
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66 THEREFORE BE IT FURTHER Resolved that we, the delegates to the 31<sup>st</sup> General Synod of  
67 the United Church of Christ call upon all settings of the United Church of Christ to advocate in  
68 support of legislation raising the minimum wage to at least \$15 per hour with the office of the  
69 Minister for Economic Justice providing educational resources and support.  
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#### 71 **FUNDING**

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73 Funding for the implementation of the resolution will be made in accordance with the overall  
74 mandates of the affected agencies and the funds available.  
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#### 76 **IMPLEMENTATION**

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78 The Collegium of Officers, in consultation with appropriate ministries or other entities within the  
79 United Church of Christ, will determine the implementing body.