



Churches of Jesus Christ believe in the rights of worker and employers to organize for collective bargaining for the good of society that can only come through a just and living wage, such as will provide not only for the necessities of life, but also for recreation, pleasure and culture.

This right is rooted in scripture, which teaches that human beings, created in the image of God, have an innate dignity. God grants dignity to work by commanding human beings to be stewards of the land and to till and keep the earth. Work is one way through which human beings exercise their God-given creativity. Scripture also teaches that an economic system should be ordered so that employees receive justice at their place of work. It mandates that society and its institutions are to be structured so that marginalized persons participate fully in the shaping of society and their own future. This requires respect for the right to organize and bargain collectively without fear of reprisal, to receive a living wage, to be free from discrimination or any form of forced or bonded labor, and the right to a safe and healthy workplace.

The right of labor to organize and to bargain collectively with employers is clearly an inalienable right in a democracy that declared in its founding constitutional documents that all men are created equal and are endowed by their creator with certain inalienable rights such as life, liberty and the pursuit of happiness.

Collective bargaining is socially desirable because of the need for collective action in the maintenance of standards of living. This has been the witness of Christian churches for many decades and we feel this is no time to turn back the clock on the will of God for justice for all workers through collective efforts.

The national policy of the United States since 1935 has codified procedures through the National Labor Relations Act for the selection of labor union by workers, for the recognition of these unions by management, and for collective bargaining. However today workers are finding it harder and harder to form labor unions to achieve economic and social justice in the workplace. Many employers interfere with employees' efforts to exercise their right to unionize by various threats. Christian churches unanimously oppose any such interference with workers rights to organize for purposes of collective bargaining and urge all employers to allow their employees to freely choose

whether to unionize or not without intimidation or coercion and to abide by whatever decision workers may make. We believe absolutely that justice, both for the worker and the employer is the will of God. Justice is more fully determined and derived through collective bargaining.

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