

1 **Resolution of Implementation Calling for Support for Enactment of a Minimum Wage of \$15 Per**  
2 **Hour by the Connecticut Legislature and Support of that Minimum Wage in the Congregations of**  
3 **the United Church of Christ in Connecticut**

4 Submitted by Immanuel Congregational Church, Faith Congregational Church, Warburton Community Church

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6 BACKGROUND AND CONTEXT

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8 While there has been a national effort to move the minimum wage to \$15.00 per hour for some time,  
9 momentum in that direction is building as shown by the following events:

- 10 • New York state recently passed a law incrementally raising minimum wages to \$15 per hour by  
11 2019. In California, after several municipalities had passed the \$15 standard for their  
12 communities, the Legislature passed similar legislation raising the minimum wage by 2023 which  
13 the governor is expected to sign.
- 14 • Several municipalities around the country have raised minimum wages to \$15 and moving closer  
15 to home, the Aetna, close neighbor to several UCC churches, has raised it's minimum to \$16 per  
16 hour.

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18 Recognizing that justice delayed is justice denied and recognizing the legislative calendar of Connecticut,  
19 if no action is taken on this proposal by the delegates to this Annual Meeting, it will be the delegates to  
20 the 2018 Annual Meeting who will next be able to speak to Legislators.

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22 WHEREAS, Scripture declares that "God is a God of Justice" (Isaiah 30:18) and we believe that God's  
23 grace and judgment are active in all life; and

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25 WHEREAS, We believe that a just God requires us to act for justice with mercy and humility before God  
26 (Micah 6:8); and

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28 WHEREAS, in 1987, the delegates to the 120<sup>th</sup> Annual Meeting of the Connecticut Conference passed  
29 important resolutions calling the church to "Respond to Economic Injustice" and "Care for the  
30 Homeless Poor;" and

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32 WHEREAS, the U.S. Department of Health and Human Resources 2015 guidelines for a family of four  
33 living in poverty is a household income of \$24,250 and the current minimum wage in Connecticut  
34 is \$9.60 per hour, increasing in 2017 to \$10.10 per hour which, for a forty-hour workweek, is  
35 \$21,008 annually and is \$3,242 less than the federal poverty standard for a family of four; and

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37 WHEREAS, wages of \$15 per hour for a 40-hour workweek constitute an annual wage of \$32,000  
38 annually which begins to address the economic injustice of minimum annual wages that are  
39 below federal poverty guidelines; and

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41 THEREFORE BE IT RESOLVED that we, the delegates to the 149<sup>th</sup> Annual Meeting of the Connecticut  
42 Conference of the United Church of Christ, recognizing the urgent need for a more just minimum  
43 wage in Connecticut, call on the member churches of the Conference to examine their

44 compensation of part and full time staff to assure that each is paid at least \$15 per hour or plan to  
45 reach that minimum compensation by 2019; and

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47 THEREFORE BE IT FURTHER RESOLVED that we, the delegates to the 149<sup>th</sup> Annual Meeting of the  
48 Connecticut Conference of the United Church of Christ call on our Legislative Advocate to  
49 advocate in support of legislation raising the Connecticut minimum wage to at least \$15.00 per  
50 hour, effective not later than 2019; and

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52 THEREFORE BE IT FURTHER RESOLVED that we, the delegates to the 149<sup>th</sup> Annual Meeting of the  
53 Connecticut Conference of the United Church of Christ call on the Connecticut Conference to  
54 identify and make available appropriate educational resources for local churches and local church  
55 members are encouraged to contact their local legislators directly to advocate for a more just  
56 minimum wage; and

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58 THEREFORE BE IT FINALLY RESOLVED that this resolution be forwarded to General Synod.  
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