

WORK

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work laws as they now exist in 20 of these United States.

4. Since women, in particular minority women, have been special victims of employment and income discrimination in the United States and since legal guarantees are historically important means for eliminating discriminatory practices we urge the country to enact a policy which would insure full legal equality for men and women in the United States and in every state of the Union. For this reason we endorse the Equal Rights Amendment to the U.S. Constitution.

RECOMMENDATION: RESPONSIBILITY IN THE WORLD OF WORK

To reaffirm and promote more effectively the rich Catholic teachings on labor-management relations, and to assist workers who are most lacking in the support provided by collective bargaining and union membership, we recommend:

1. That the social doctrine of Popes John XXIII, Paul VI, Vatican II, the United States bishops and the social teachings of the church, in their historical developments since 1891 be taught, respected and implemented in parishes, seminaries and other Catholic institutions. Furthermore, that this teaching should clearly state the responsibility of governments, corporations and of all workers, executives and professionals to ensure human rights and safety, both personal and environmental, prior to consideration of career and profit.

2. That Catholics encourage and assist unemployed and unorganized workers, regardless of immigrant status, to join or form unions to represent their common interests and support legislation which encourages such organization. Church-related social service and social action agencies should allocate a percentage of their personnel and resources to assist in the organizational work as wanted and needed by unorganized workers and thereby direct their efforts especially to workers presently employed at poverty wages and unfairly impeded in their efforts to organize. We also urge Catholics in labor, management and government to support these organizing efforts.

That the church commit itself with monies and human resources to aid the struggle of nonunion workers to organize in the South, especially in the textile industry.

We urge that Catholics be informed of the injustices which result from the provisions of paragraph 14-B of the National Labor Relations Act, which allows states under the guise of "right to work" laws to make it more difficult for unions to improve wages and working conditions for employees.

3. That in order to increase the credibility and integrity of its efforts in this area, the Catholic community recognize and support the rights of its employees, including documented and undocumented in the church or church-related institutions to form and or join unions and other appropriate organizations of their own choosing to represent their collective interests and concerns. In further justice the Catholic community affirms and wishes also to protect the Christian rights of business and business owners.

4. That in view of the large size, power and complexity of the institutions and professions which constitute contemporary economic systems, the church should encourage efforts at labor-management cooperation including research and prudent experimentation on profit sharing, ownership of capital by employees, and participative management in business and industry, especially those in which the church has an economic interest. The church

should also encourage the formation of low-income, community-controlled economic development enterprises, such as co-ops and credit unions, and provide such organizations with substantive financial and or technical assistance in order to help assure their success. Finally, that the church should encourage and support a joint effort toward labor and management education to foster greater mutual understanding.

5. That since the tragic state of agricultural workers and migrants is recognized as a national problem, the sympathy and constructive strengths of the church be marshaled to help reform working conditions and assist farmworkers to help themselves by the formation of cooperatives, credit unions, health centers, etc.

In particular, we commend the support which the church has given to the organizing efforts of the United Farmworkers of America, AFL-CIO, and pledge our support and cooperation to other grassroots regional efforts such as the Farm Labor Organizing Committee in the Midwest and the Texas Farmworkers Union in South Texas.

Also that we pledge to continue our cooperation with church leadership in resolving with justice the conflicts in the agricultural fields by the development of labor organization among farm workers throughout the country. Specifically, that farmworkers should have legislation which would create the legal process that guarantees self-determination through collective bargaining rights such as Proposition 14 in California and the proposed Texas Agricultural Relations Bill and the proposed Florida Labor Relations Act. That adequate publicity and support be given throughout the church structure and the national media to these pieces of legislation, and the mentioned regional unionizing efforts.

6. That the church support by Amnesty for undocumented immigrants whose departure from the United States would impose upon them or their families any hardship, and

b) The passage and implementation of a statute of limitation to the Immigration and Naturalization Act (INA) provisions which presently allow for deportation of undocumented immigrants so that those who have developed standing and work in the community may no longer be perpetually vulnerable to deportation.

7. That the church continue to support an end to the abuse of human and civil rights of the undocumented immigrants and Third World communities in the United States through Immigration and Naturalization Service (INS) enforcement tactics. That the church opposes unrestrained INS and state enforcement tactics that violate human and civil rights of citizens, permanent residents and undocumented immigrants. That the church should provide undocumented persons through its offices of Catholic Charities, with educational and legal services and should defend their civil rights against illegal arrests, unlawful house entry, forceful separation of families, loss of wages.

8. That the church:

a) Publicly support its teaching that a worker has the right to seek employment anywhere in the world.

b) Expose U.S. multinational economic interests in Latin America, especially Mexico, which cause or force emigration of

economic refugees into this country.

c) Encourage workers from the United States, Mexico and other Latin American countries to coordinate their organizing efforts;

d) That the U.S. bishops seek to remove those INS policies which are concerned with undocumented workers from the Department of Justice to the Department of Labor.

9. That the enactment of H.R. 14535 be seen as an insensitive and discriminatory act against Hispanics in this country, and that the intent and thrust of this act be challenged.

10. That because the unemployment rate for Vietnam era veterans is almost twice as high as the national average, the church encourage the private and public business sectors to adopt affirmative action policy on the hiring of Vietnam era veterans.

11. That a commission be established in each diocese to monitor the implementation of these programs. These commissions shall publish an annual report.

RECOMMENDATION: APOSTOLATE

To assist Catholics in their continuing obligation to incorporate Christian values into their working life, to help the hierarchy of the church take account of the experience of work in formulating pastoral and social policy, and to encourage all people to find greater meaning and purpose in their lives, we recommend:

1. The bishops and all people in pastoral work are accountable to minister to people in their world of work. Those involved in ministry should have adequate training in Catholic social teaching, economics, social science and spirituality. They should encourage formation of small groups of people who share a work experience and who meet regularly for prayer, reflection and constructive action.

We encourage dioceses to officially recognize specialized ministries, such as pastoral centers, to assist and support working people in unions, professional groups, farmer associations, business organizations, domestic workers, and men and women who work in raising families; a) to organize; and b) to deal with all the other issues of work.

2. That Catholic educational programs at appropriate levels incorporate vocational and career counseling and identify new career choices with a view toward developing a better understanding of the world of work as it exists and also with a view toward helping both workers and management develop new modes of work which might better enhance job satisfaction and human dignity in the work situation.

3. That Catholic scholars, especially theologians and social scientists, commissioned by the USCC, utilizing the resources of Catholic tradition, contemporary research and the experience of working people, develop a theology of work and leisure, critique and evaluate economic life and identify alternatives to our present system of economic organization. They should evaluate the impact of concentrated ownership of resources and wealth and the proliferation of bureaucratic structures on Christian values and on the personal lives of those who work in such settings.

4. In order to become more aware of the political and economic dimension of our moral and political concerns the USCC should stimulate, either through

new or existing organizations, dialogue with groups such as labor unions, professional societies, business organizations, cooperative movements and citizens groups to translate the implications of justice into practical norms of action. This dialogue should provide information resources and support for pastors and church leaders at the local level.



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