

## General Convention of The Episcopal Church 2022 Archives' Research Report

**Resolution No.:** 2022-A003  
**Title:** Uniform Paid Family Leave Policy  
**Proposer:** Task Force to Develop Churchwide Family Leave Policies  
**Topic:** Family

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### **Directly Related:** (Attached)

2018-A223 Propose Model Diocesan Family Leave Policies  
2018-C019 Create a Task Force on Paid Family Leave  
2015-D030 Establish Church-Wide Parental Leave Policy and Practices  
2009-A166 Urge Dioceses and Parishes to Adopt Parental Leave Policies  
1985-D083 Establish a Personnel Policy for Maternity Leave

### **Indirectly Related:** (Available in the [Acts of Convention](#) database, searchable by resolution number)

2006-D065 Study a Family Leave Pension Waiver Policy  
2000-C042 Urge Support for Maternity/Paternity Leave for Clergy  
1991-D111 Report Diocesan Compliance With Maternity/Parental Leave Policy

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2018, selecting “direct” resolutions that have a substantive bearing on the proposed legislation. The “direct” resolutions are attached and “indirect” resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives through the [Research Request Form](#) or call 800-525-9329.*

# A003 - Uniform Paid Family Leave Policy

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**Final Status:** Not Yet Finalized

**Proposed by:** Task Force to Develop Churchwide Family Leave Policies

**Requests New Interim Body:** No

**Amends C&C or Rules of Order:** No

**Has Budget Implications:** No

**Cost:**

**HiA:** HD

**Legislative Committee Currently Assigned:** 16 - Churchwide Leadership

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** No

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## Resolution Text

*Resolved*, the House of \_\_\_\_\_ concurring,

That the 80th General Convention recognizes the critical importance of the adoption by The Episcopal Church (the “Church”) of a uniform paid family leave policy across the Church, and that this is a justice issue which we are obligated as Christians to address without further delay, and that from the beginning, said policy should provide for parity between lay and clergy employees; and be it further

*Resolved*, That the 80th General Convention recognizes the difficulties that currently exist with the implementation of a paid family leave policy, given that there is currently no commercial insurance offering available, and therefore, urges all dioceses of the Church to adopt the proposed policy as soon as practicable, in order to be prepared to implement the policy as soon as a commercial insurance offering becomes available, whether through Church Pension Group or other avenues; and be it further

*Resolved*, That the 80th General Convention urges all dioceses of the Church to adopt a uniform paid family leave policy (hereinafter, “UPFLP”) at the minimum acceptable level of coverage which should be provided to all employees, and that to the extent that there is a church or other affiliated organization that offers a more comprehensive policy, the policy outlined in this resolution is to be considered the minimum acceptable offering; and be it further

*Resolved*, That the UPFLP will be modeled along the following parameters:

1. The Church plan design for the UPFLP will be set up to offer the options of bronze, silver or platinum plans;

2. The UPFLP will, in its final version, provide a thorough cost analysis, and it is anticipated that the services of an outside consultant will be needed to analyze relevant demographic data in order to provide accurate cost estimates, and further, it is understood that it is currently not possible to share the cost of the UPFLP nationally through an insurance-type program, and therefore, each diocese will need to have the discretion to determine how the cost of the UPFLP will be shared among the churches in that diocese;
3. The UPFLP will also, in its final version, provide a thorough outline of plan administration considerations in order to assist with developing and maintaining a policy, training supervisors, educating employees, and record keeping;
4. The UPFLP will in all instances provide for parity of clergy and lay employees;
5. The UPFLP will in all instances provide for both paid parental/bonding leave, as well as paid caregiver leave; however, levels of plans may vary in terms of which family members will be covered by said caregiver leave;
6. In all instances, the UPFLP will provide for job protection for any employee on leave;
7. The UPFLP will provide for a duration of leave of between 6 and 16 weeks;
8. The UPFLP will offer options to cover between 70% and 100% of covered weekly earnings;
9. The UPFLP will also provide specific guidance for a variety of specific factors such as how coverage will apply to two parents working for the same employer, definition of covered weekly earnings, qualified reasons to take leave, required documentation to request leave, and coordination with applicable state and federal laws.

*Resolved*, That the General Convention affirms the teaching that the birth or adoption of a child is a cause of celebration for parents, family and the entire community and that an entire community has responsibility for supporting a family in raising a child; and that family members often need to care for one another in sickness, and that this care and ministry serves to give confidence of your loving care; and that individuals suffering from illness may not be able to work for a period of time; and be it further

*Resolved*, That the General Convention recognizes that the federal government has a role in ensuring those who are sick are cared for, and that all have sufficient healthcare, enough to eat, adequate housing, and that illness does not economically devastate families. Therefore we call on the federal government to institute a funding mechanism for citizens to take paid family leave in order to care for a newborn child, a foster or adopted child, or immediate family members who require care during illness, as well as providing paid sick leave to the fullest extent possible; and be it further

*Resolved*, That the General Convention calls on the Office of Government Relations to advocate to the Congress for the establishment of a paid family leave program, in particular for workers who do not have access to paid leave from their employers.



**Resolution Number:** 2018-A223  
**Title:** Propose Model Diocesan Family Leave Policies  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, That the 79th General Convention acknowledges the need for a well-defined, comprehensive family leave policy, paid and/or unpaid; and be it further*

*Resolved, That the appropriate joint standing committee of the Executive Council be directed to study and distribute model policies for paid and unpaid family leave for dioceses and their congregations and institutions to consider, with such models to be distributed to the dioceses by June 30, 2019; and be it further*

*Resolved, That General Convention urge every diocese to review such model policies and to implement comprehensive policies on family leave that fit their respective needs; and be it further*

*Resolved, That in view of the time required for study and actions by diocesan conventions, dioceses report their specific policies to the Office of General Convention no later than December 31, 2020.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 1010-1011.



**Resolution Number:** 2018-C019  
**Title:** Create a Task Force on Paid Family Leave  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 79th General Convention call upon the Presiding Bishop and President of the House of Deputies to appoint a task force consisting of three (3) bishops, three (3) presbyters or deacons, and six (6) lay persons, who represent the diversity of the Church and having among them applicable human resources policy administration, childbirth, adoption, and care of ill family member experience, either personal or professional, to research and create, in consultation with the Church Pension Group, a proposal for a church-wide paid family leave policy for consideration at the 80th General Convention; and be it further*

*Resolved, That the General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$30,000 for the implementation of this resolution.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 681.



**Resolution Number:** 2015-D030  
**Title:** Establish Church-Wide Parental Leave Policy and Practices  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 78th General Convention strongly urges all dioceses, congregations, and other church-related offices and agencies/contexts to establish and make available parental leave policies for birth and adoptive parents, both clergy and lay, in their employ; and be it further*

*Resolved, That the 78th General Convention extend the provisions stated in resolution 2000-C042, to include mention that clergy who give birth have a 12 week benefit that is available through the short term disability coverage provided by the Church Pension Fund; and be it further*

*Resolved, That the 78th General Convention directs the Church Pension Group to increase publicity and knowledge about the provisions provided through the short term disability; and be it further*

*Resolved, That the 78th General Convention directs the Executive Council in consultation with the Church Pension Group to prepare a church wide model policy on parental leave for both birth and adoptive parents for consideration by the 79th General Convention.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Salt Lake City, 2015* (New York: General Convention, 2015), p. 427.



**Resolution Number:** 2009-A166  
**Title:** Urge Dioceses and Parishes to Adopt Parental Leave Policies  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 76th General Convention of The Episcopal Church recognizes the importance of family in the life of clergy and laity employed by the Church, and urges all dioceses and congregations to establish policies for employee parental leave equally for parent(s) – clergy and laity, both in cases of birth and adoption – consistent with local employment laws and generous industry standards.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 2009* (New York: General Convention, 2009), p. 649.



**Resolution Number:** 1985-D083  
**Title:** Establish a Personnel Policy for Maternity Leave  
**Legislative Action Taken:** Concurred As Amended  
**Final Text:**

*Resolved, That the 68th General Convention direct the Executive Council and urge each diocese of this Church to include a policy for maternity/parental leave in conjunction with its personnel policies for sick leave, annual leave, leave with and without pay, and disability pay for its lay and ordained employees.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Anaheim, 1985* (New York: General Convention, 1986), p. 226.