

General Convention of The Episcopal Church 2022 Archives' Research Report

Resolution No.: 2022-C065
Title: Uniform Maternity Disability Coverage
Proposer: Province IV
Topic: Health Care

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
2000-C042 Urge Support for Maternity/Paternity Leave for Clergy
1991-D111 Report Diocesan Compliance With Maternity/Parental Leave Policy
1985-D083 Establish a Personnel Policy for Maternity Leave

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

2012-A140 Advocate for Maternal and Infant Health

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.

C065 Uniform Maternity Disability Coverage

Proposer	Province IV
Endorsed by	—
Supported by	—
HiA / Leg. Cttee	House of Deputies / —
Current Status	—
Version	Original (as filed)
Review Status	Not yet reviewed

RESOLUTION TEXT

Resolved, the House of _____ concurring,

That the 80th General Convention recognizes the disparity of maternity coverage provided for clergy employees versus lay employees, with lay employees provided six weeks disability income coverage for natural birth and eight weeks for c section versus 12 weeks for clergy, and in a desire to provide parity between lay and clergy employees; and be it further

Resolved, That the 80th General Convention recognizes the difficulties that occur in obtaining affordable policies through insurance vendors and products; and be it further

Resolved, That the 80th General Convention mandates strongly recommends Church Pension Group make available adequate 12-week coverage for lay and clergy employees through available marketplace policies.

EXPLANATION

The Church Pension Group (CPG) provides Short-term Disability coverage options for its clergy and lay employees. The clergy disability coverage is embedded in the clergy pension assessment made on behalf of employers to CPG. Given the pool and size of the clergy pension fund, CPG has increased flexibility when determining the benefits coverage for clergy. That coverage currently includes 12 weeks of disability income coverage on behalf of mothers. Lay employees with the same vendor have access to four package offers to employers and employees that provide six weeks of disability income coverage for natural birth and eight weeks for a c-section. The clergy coverage is paid directly to the employer, vs. the lay plan is paid directly to the employee, often causing challenges with payroll. Additional challenges include mandatory participation of clergy in the pension plan creating a larger pool of participants. At the same time, lay employees are either offered employee or employer-paid plans by employers who opt into participation. This depends on the Diocese and congregations for how it's offered to lay employees.

This resolution recognizes the challenges of the existing short-term disability plans provided in the marketplace for maternity coverage. Additionally, state employer rules and regulations might create difficulties working with vendors to provide multi-state benefits coverage and standards. Standard

marketplace plans are typically structured for 6 and 8 weeks. However, from the standpoint of parity and coverage for our committed employees of the Episcopal Church, an analysis must be conducted to provide the same or similar benefit offers for both clergy and lay.

There is a rich history of previous efforts and a list of barriers to providing a uniform paid family leave for the Episcopal Church as an employer. At the 79th General Convention, 2018-Co19, Church-Wide Paid Family Leave Policy was mandated to form a task force to deliver a proposal for a church-wide paid family leave policy for consideration at the 80th General Convention.

Their goal is expansive, equitable, theological, and ethical. This resolution is in thanksgiving for the hard work of that task force and its goal of providing paid family leave across the church.

Uniform Maternity Coverage doesn't seek to replace the proposed plan. Still, it leverages the existing structure to provide parity for maternity coverage for clergy and lay through the existing insurance marketplace in the interim.



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: 2000-C042
Title: Urge Support for Maternity/Paternity Leave for Clergy
Legislative Action Taken: Concurred as Amended
Final Text:

***Resolved,* That the 73rd General Convention urge the Executive Council and all dioceses to include the following in their policies concerning clergy maternity/paternity leave:**

- a. A member of the clergy who has been employed by the church for one full year and is the designated "primary child-care parent" is entitled to leave for the birth or adoption of a child for a minimum of eight weeks with pay. Up to eight additional weeks may be taken without pay. The member of the clergy may elect to use vacation leave or sick leave during this latter period.
- b. A member of the clergy who has been employed by the church for one full year and is the "non-primary care parent" is entitled to leave for the birth or adoption of a child for a minimum of two weeks with pay and up to ten additional weeks without pay.
- c. A member of the clergy not employed by the church for one full year is entitled to the same numbers of weeks leave. Pay during this period is negotiated between the employer and the member of the clergy.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Denver, 2000* (New York: General Convention, 2001), p. 645f.



Resolution Number: 1991-D111

Title: Report Diocesan Compliance With Maternity/Parental Leave Policy

Legislative Action Taken: Concurred

Final Text:

Resolved, That this 70th General Convention of the Episcopal Church request the various dioceses of the Church to report to the Executive Council their implementation of Resolution D-083a of the 68th General Convention on Maternity/Parental Leave Policy, and ask the Church Pension Fund to inform each diocese of the Fund's Income Replacement Policy.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Phoenix, 1991* (New York: General Convention, 1992), p. 839.



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.