

**GENERAL CONVENTION OF THE EPISCOPAL CHURCH 2018 TITLE:  
ARCHIVES' RESEARCH REPORT**

**RESOLUTION NO.:** 2018-A223  
**TITLE:** Family Leave Policies  
**PROPOSER:** 17 - Church Pension Fund  
**TOPIC:** Employee Benefits

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**Directly Related:** (Attached)

2015-D030 Establish Church-Wide Parental Leave Policy and Practices  
2009-A166 Urge Dioceses and Parishes to Adopt Parental Leave Policies  
2006-D065 Study a Family Leave Pension Waiver Policy

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

2000-C042 Urge Support for Maternity/Paternity Leave for Clergy  
1985-D083 Establish a Personnel Policy for Maternity Leave

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1976 through 2015, 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 at 800-525-9329 before Convention or at Convention in the General Convention Secretariat.*

# A223 Family Leave Policies

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<b>Proposer</b>	17 - Church Pension Fund
<b>Topic</b>	Employee Benefits
<b>Endorsed by</b>	
<b>Sponsored by</b>	
<b>Page numbers</b>	Blue Book: p. N/A; Constitution & Canons: p. N/A
<b>HiA / Leg. Cttee</b>	HD / 17 - Church Pension Fund
<b>Current Status</b>	Resolution Filed
<b>Version</b>	Original (as filed)
<b>Review Status</b>	Passed review

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## RESOLUTION TEXT

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the 79th General Convention acknowledges the need for a well-defined, comprehensive family leave policy, paid and/or unpaid; and be it further
- 2 *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
- 3 *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
- 4 *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.

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## EXPLANATION

No explanation.



**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:** 2006-D065  
**Title:** Study a Family Leave Pension Waiver Policy  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 75th General Convention request that the Board of Trustees of the Church Pension Fund study the feasibility of a Family Leave Pension Waiver policy for clergy taking time off to care for family members with the results of the study to be reported to the 76th General Convention.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Columbus, 2006* (New York: General Convention, 2007), p. 344.