

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

**RESOLUTION NO.:** 2018-C019  
**TITLE:** Church-Wide Paid Family Leave Policy  
**PROPOSER:** California  
**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

**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

*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.*

# C019 Church-Wide Paid Family Leave Policy

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<b>Proposer</b>	Diocese of California
<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>	/
<b>Current Status</b>	Resolution Filed
<b>Version</b>	Original (as filed)
<b>Review Status</b>	Not yet reviewed

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## RESOLUTION TEXT

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the 79th General Convention call upon the Presiding Bishop and President of the House of Deputies to appoint a task force consisting of lay and ordained members to research and create a proposal for a church-wide paid family leave policy for consideration at the 80th General Convention; and be it further
- 2 *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.

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## EXPLANATION

The only paid leave provided across The Episcopal Church related to family life is physical disability for childbearing women. It is past time for our church to provide more relevant and needed paid leave for those caring for ill family members, and for new parents. The Episcopal Church already has a structure through the Church Pension Group through which such a program could be created and made available to all dioceses that wish to participate.



**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.