

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

RESOLUTION NO.: 2018-C052
TITLE: Paid Family Leave
PROPOSER: Province III
TOPIC: Employee Benefits

Directly Related: (Attached)

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
1985-D083 Establish a Personnel Policy for Maternity Leave

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

2006-A125 Continue the Task Force to Study Employment Policies and Practices

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.

C052 Paid Family Leave

Proposer	Province III
Endorsed by	
Sponsored by	
Page numbers	Blue Book: p. N/A; Constitution & Canons: p. N/A
HiA / Leg. Cttee	HD / 17 - Church Pension Fund
Current Status	Resolution Filed
Version	Original (as filed)
Review Status	Not yet reviewed

RESOLUTION TEXT

- Resolved*, the House of _____ concurring, That the 79th General Convention urge the Church Pension Group, acting consistently with its fiduciary obligations and with applicable insurance law, to act through appropriate means, including possible provision of an additional benefit through the Denominational Health Plan, to expand the availability of paid family leave for clergy and lay employees. The objective of such family leave benefit is to increase the paid time off available to new mothers for recovery from childbirth and for bonding with the newborn, and to provide for paid leave for covered members of a household to address the adoption of a child, for spousal leave when a new-born or newly adopted child is brought into a covered household, and for paid leave when a covered member of a household is obliged to care for a sick or dying child, parent, or other close relative by blood or marriage; and be it further,
- Resolved*, That the Church Pension Group report to the Executive Council of The Episcopal Church by January 1, 2020, the detailed results of its analysis, including any efforts it has made and any efforts it is planning to make in order to expand paid family leave provided through the Denominational Health Plan or other means; and be it further,
- Resolved*, That the Church Pension Group shall make a follow-up detailed report to Executive Council about implementation of any such efforts by January 1, 2021.

EXPLANATION

Clergy and covered lay employees in The Episcopal Church have the same kinds of family obligations as people working in secular jobs. Unlike some large secular employers, which have generous paid family leave policies, many small churches are financially unable to provide for much or any paid family leave. The inability of many churches to provide such help is particularly an impediment to deploying able younger clergy and lay employees who face these family obligations and whose energy and vision are critical to growing the church and connecting with younger people. These issues are also generally an impediment to the movement of clergy, as the absence of such a safety net makes people more reluctant to move away from places able to provide such help, or where long relationships in a community may substitute for such church help.

Accordingly, to the extent permissible with sound financial planning and with the obligations of applicable insurance law, this resolution urges the Church Pension Group to analyze, and to the

extent feasible, to expand the availability of such family leave.

The resolution specifically distinguishes the issue of leave for mothers who have delivered children, where current disability insurance products provide for some paid time off, and other issues such as spousal leave, leave to address adoption of a child, and family leave to address care of a sick or dying child, spouse, or other close relative. In the latter cases, disability insurance does not ordinarily address the funding of paid time off, suggesting the need to explore other potential insurance programs to do so. Finally, the resolution requests detailed reports on such expansion efforts, recognizing that there are complex legal, financial, and actuarial issues to address in any such expansion.

This resolution was adopted by the Diocese of Virginia and endorsed by the Synod of Province III.



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: 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.