59th Diocesan Convention

2019 Resolution

Title: Create Task Force on Parental Leave

Names of Submitters

<table>
<thead>
<tr>
<th>Name</th>
<th>E-mail</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Rev. K.D. Joyce</td>
<td><a href="mailto:k.d.joyce@stphilipstucson.org">k.d.joyce@stphilipstucson.org</a></td>
<td>520-299-6421</td>
</tr>
<tr>
<td>The Rev. Ben Garren</td>
<td><a href="mailto:ecmtucson@gmail.com">ecmtucson@gmail.com</a></td>
<td>919-691-5585</td>
</tr>
<tr>
<td>The Rev. Robert Hendrickson</td>
<td><a href="mailto:robert.hendrickson@stphilipstucson.org">robert.hendrickson@stphilipstucson.org</a></td>
<td>520-299-6421</td>
</tr>
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Be It Resolved: That, in accordance with Resolution 2015-D030 of the 78th General Convention of the Episcopal Church, the 59th Diocesan Convention of the Episcopal Diocese of Arizona establish a Task Force to research the provision of paid parental leave to individuals employed in this diocese. And be it further

Resolved: That this Task Force be composed of no fewer than six and no more than ten members, to be appointed by the Bishop or the Bishop’s designee. The Task Force shall be composed of an equal number of Clergy (canonically and actually resident in and actively exercising priestly or diaconal ministry in the Diocese) and resident Lay communicants or employees from within the Diocese. The Task Force shall meet, in person or by teleconference, no fewer than four times before the 60th Diocesan Convention. And be it further

Resolved: That the Task Force report and make policy recommendations to the 60th Diocesan Convention, to be implemented in consultation with the Bishop and Standing Committee of the Diocese.

Explanation: The General Convention of the Episcopal Church first called for every diocese to create a policy for parental leave in 1985. In 2000, a resolution was passed specifically urging the church-wide establishment of a parental leave policy granting the “primary child-care parent” a minimum of eight weeks of paid leave upon the addition of a child to their household by birth or adoption. In the Diocese of Arizona, paid parental leave is currently only guaranteed for clergy, and then only for those who physically give birth to a child, through short-term disability insurance. This resolution will begin the process of researching how we might, as a diocese, create a uniform and equitable parental leave policy for all employees.
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.