

2021-1

Resolution regarding Paid Leave: Parental and Care of Family Due to Illness

WHEREAS, the 2019 Salary & Compensation Guidelines for Sierra Pacific Synod specify "Parental (maternity/paternity) leave of up to six weeks"¹; and

WHEREAS, congregations in their ministry are called to be sensitive to family needs such as serious illness of the rostered minister's immediate family member; therefore, a family leave plan should reflect opportunity to meet those needs; and

WHEREAS, "...parenthood is a vocation that women and men share, this church supports public and private initiatives to provide adequate maternity and paternity leaves, greater flexibility in the workplace, and effort to correct the disparity between the incomes of men and women..."²; and

WHEREAS, the ELCA calls us to, "Advocate for and support resources for families of various configurations and the communities in which they live. Empower parents and all who raise or care for children or other family members to nurture, protect, and provide for their household in ways that do not reinforce gender-based stereotypes. In particular, advocate for institutional changes that support and encourage men and boys to participate in all family roles associated with the home, caregiving, parenting, and nurturing."³; and

WHEREAS, the International Labour Organization recommends 14 weeks of maternity leave, including 6 weeks of compulsory postnatal leave⁴ and concludes, "maternity, paternity, and care responsibilities should become a normal fact of business life"⁵; *therefore be it*

RESOLVED, that Sierra Pacific Synod act to change the Salary & Compensation Guidelines for the Sierra Pacific Synod to "Paid leave of twelve weeks is recommended when a child is born or placed in the home for adoption"; and be it further

¹ Definition of Compensation and Benefits for Rostered Ministers Sierra Pacific Synod, Evangelical Lutheran Church in America, p. 7.

² 1991 ELCA Social Statement on Abortion, p. 8.

³ 2019 ELCA Social Statement on Faith, Sexism, and Justice; A call to Action, p. 10.

⁴ ILO: Maternity Protection Resource Package, Module 5, available at: <http://mprp.ilo.org/allegati/en/m5.pdf>

⁵ ILO: Maternity and paternity at work: Law and practice across the world (Geneva, 2014), available at: www.ilo.org/maternityprotection

RESOLVED, that Sierra Pacific Synod act to insert the following paragraph under the Family Leave section of the document *Definition of Compensation and Benefits for Rostered Ministers, Sierra Pacific Synod, Evangelical Lutheran Church in America*, "A paid leave of twelve weeks is recommended to care for an immediate family member with a serious health condition, and upon the death with-in the rostered ministers family a paid leave of up to 3 weeks is recommended. When the specified leave period is exhausted, an unpaid leave of absence may be granted."; and be it further

RESOLVED, that the congregations of our synod follow these guidelines whenever possible not only for rostered ministers, but also for lay professionals and support staff in our congregations; and be it further

RESOLVED, that the Leadership Discipling Team, in collaboration with the Office of the Bishop and Synod Council, will provide a resource packet of helpful practices in order to make providing such leave affordable and manageable for congregations.

Submitted by the Leadership Discipling Team