

Resolution

Approved by Board of Administration; September 30, 2006

Resolved, that item seven of this Conference's "A Local Church Guide for Ministerial Compensation" be re-titled and amended to read as follows:

7. Family and medical leaves

Short-term illnesses should be handled as best possible when they occur. Long-term illnesses should be covered by a policy that includes impact on continuation of wages, benefits, handling of pulpit duties and at what point resignation would be appropriate.

Major illness is a time when, what a church would like to do and what it is able to do may conflict. For this reason a rational approach of having supplemental life insurance and short term disability in addition to the regular LTD and basic life insurance described in "9" in place is encouraged.

The church's care and concern for the welfare of its pastor(s) and staff should be reflected in its policies on family and medical leaves, regardless of the size of the church. The churches that employ 50 or more employees are subject to both Federal and State laws concerning family and medical leaves. The Family and Medical Leave Act (Public Law 103-3) and the Washington State Family Leave Act (RCW 49.78) generally provide that covered employers must grant an eligible employee up to a total of 12 workweeks of unpaid leave during any 12-month period for one or more of the following reasons:

- the birth and care of the newborn child of the employee;
- placement with the employee of a son or daughter for adoption or foster care;
- caring for an immediate family member (spouse, child, or parent) with a serious health condition; or
- taking medical leave when the employee is unable to work because of a serious health condition.

Even though the Family and Medical Leave Act and the Washington State Family Leave Act might not apply because of a church's size, all churches are encouraged to establish family and medical policies that meet or exceed the standards set forth in those Acts.

In addition, the Washington State Family Care Act (RCW 49.12.265-295) provides if, under the church's policy applicable to a pastor or other employee, the pastor or employee is entitled to sick leave or other paid time off, then the church shall allow the pastor or employee to use any or all of his or her choice of sick leave or other paid time off to care for:

- a child of the employee with a health condition that requires treatment or supervision; or
- a spouse, parent, parent-in-law, or grandparent of the employee who has a serious health condition or an emergency condition.