

**CLERGY PARENTAL LEAVE**  
**(adopted by Diocesan Convention 2002)**

(Rev. 11/03)

RESOLVED, that the 128<sup>th</sup> Convention of the Diocese of Newark mandates the granting of parental leave in conformance with the resolution passed by General Convention in 2000, to wit:

- a. A member of the clergy who has been employed by the church for at least 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 at least 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 employed by the church for less than one full year is entitled to the same numbers of weeks leave. Pay during this period is negotiated between the church and the cleric.

Supporting Information

In 1998<sup>1</sup>, the diocese established the principal that parental leave was a right for new parents, mandating six or eight weeks leave with pay (depending on birth circumstances) and six additional weeks negotiated with the vestry. The resolution would update our policy to conform with what was passed by General Convention.

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<sup>1</sup>RESOLVED, that the 124th Convention of the Diocese of Newark adopt the following policy concerning Parental Leave: Congregations shall provide their clergy, both female and male, with a paid leave of no less than six weeks upon the natural birth or adoption of a child and no less than eight weeks for the birth of a child by C-section. By mutual agreement of cleric and vestry, an additional six weeks of unpaid leave may be taken.

Supporting Information:

This policy has been crafted to conform with state and federal law and was patterned after the policies of several other dioceses. It seeks to balance the needs of recovering birth mothers, other new parents, newborns, and congregations. The 112th Convention of the Diocese urged each congregation to include a policy for maternity/parental leave in its personnel policies. Many congregations have not yet done so. This resolution would mandate a consistent policy across the diocese.

*Adopted by the 124<sup>th</sup> Annual Convention  
January 31, 1998*