

Proposed Resolution Regarding Parity for Ordained and Lay Church Employees

Resolved, that the One Hundred Twenty-seventh Annual Meeting of the Church in the Diocese of Los Angeles reaffirms the action of the 111th Convention of the Episcopal Diocese of Los Angeles, which established the Living Wage as the minimum wage paid to all employees of institutions of the Diocese; and be it further

Resolved, that all Episcopal congregations, institutions, and schools familiarize themselves and comply with all State and Federal employment laws governing exempt and non-exempt employees; and be it further

Resolved, that the One Hundred Twenty-seventh Annual Meeting of the Church in the Diocese of Los Angeles affirms Resolution B026 of the 77th General Convention, which calls for participation in the Episcopal Church Medical Trust by December 31, 2012 and “parity in cost-sharing” of health insurance premiums for clergy and lay church employees by December 31, 2015; and be it further

Resolved, that employees working part-time for two Episcopal institutions whose total working hours qualify them for benefits will have the cost of their benefits shared proportionally by the two institutions; and be it further

Resolved, that all employees may retain their current level of benefits under their Letter of Agreement or other contract or understanding until such time as they leave their current employer; and be it further

Resolved, that all congregations, institutions, and schools examine parity of compensation & benefits for their lay and clergy employees, and work toward achieving parity; periodically, the Compensation & Benefits Program Group will ask Episcopal institutions to report on their plan for and progress toward parity.

Explanation:

Historically, lay employees of Episcopal institutions have suffered with lower rates of compensation and less generous benefits than clergy employees. While the journey to providing parity of compensation & benefits for clergy and lay employees may take time, this resolution reminds us of the commitments toward just compensation and parity already established by the Episcopal Diocese of Los Angeles and the Episcopal Church, and asks all Episcopal congregations, institutions, and schools to examine where they are achieving parity and where work remains to be done. For 2023, the minimum salary in California for an exempt employee (except classroom teachers) is \$64,480; fulltime employees making less than \$64,480 in 2023 are non-exempt and legally protected by compensation and employment practice regulations.

Respectfully submitted by the Diocesan Compensation & Benefits Committee:

Co-Chairs

Canon Serena Beeks, the Rev. Jane Gould, the Rev. Canon Kelli Grace Kurtz, Ms. Diane Pound

Members

The Rev. Peter Browning, Ms. Christine Budzowski, Canon Anilin Collado, Ms. Karen James, the Rev. Yein Kim, Ms. Terry Knowles, Ms. Rebecca Mendoza, the Rev. Rachel Nyback, Mr. Peter Reinke, Mr. Kevin Wood