

**ITEM H.104
FOR ACTION**

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i>			
A. Finance		E. Corporate Property, Legal, Finance	J. Board Nominating & Governance Subcommittee
B. Justice		F. PC(USA), A Corporation	P. Plenary
C. Leadership		G. Audit	
D. Worshiping Communities	X	H. Executive Committee	

Subject: Comment on Recommendation 2 of “A Resolution to Expand Family Leave Policies,” from the Advocacy Committee for Women’s

Recommendation:

That the Executive Committee forward the following comments on Recommendation 2 of “A Resolution to Expand Family Leave Policies,” to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 222nd General Assembly (2016):

Direct the six agencies of the General Assembly (Board of Pensions, Foundation, Office of the General Assembly, Presbyterian Investment and Loan Program, Inc., Presbyterian Mission Agency, and Presbyterian Publishing Corporation) to improve their family leave policies by the 223rd General Assembly (2018) to include at a minimum six weeks paid leave and an additional six weeks unpaid leave during a twelve-month period for eligible (individuals employed full-time for twelve months before taking the leave) new mothers and fathers for the birth or adoption of, or to care for a child or other family member, such as seniors or those who require health assistance.

Comment:

The recommendation from the Advocacy Committee for Women’s Concerns seeks, at a minimum, thirty days (6 weeks) of paid time off for employees with specific qualifying family leave events: parental (for the care of new child) and non-parental (for the care of other family members). These benefits would be in addition to the existing benefits offered by the Presbyterian Mission Agency.

The Presbyterian Mission Agency offers its employees a generous benefits package, including several forms of leave. The benefits program of the Presbyterian Mission Agency is comparable to that offered by other Christian and non-profit organizations. The program is less attractive than what is often provided to employees of successful for-profit organizations, since many of these organizations use their revenues to provide incentive programs for prospective employees.

Types of Leave (annual average days)	Presbyterian Mission Agency	Christian organizations*	Non-profit sector **
Vacation Leave	22	22	15-24
Sick Leave (unused accumulate)	10	12	12 (Note: 1/3 offer no designated sick days, but may have leave pools)
Emergency Leave	3	No data	No data

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Short-term disability	Yes (60% pay)	No data	Yes (generally at 60%-67% pay) (Note: 25% offer no short-term disability)
Family Leave	Complies with Family Medical Leave Act – 12 weeks, unpaid, unless employee has other leave available or qualifies for short-term disability (parental leaves qualify for short-term disability pay, non-parental leaves do not qualify)	No data	No data

The proposal from the Advocacy Committee for Women's Concerns would provide an additional 6 weeks of pay for either form of parental leave, so that the employee would not need to use other benefit time to receive pay during this period. The ACWC proposal provides no compensation during the second six weeks of the twelve week leave.

During 2015, the Mission Agency had 14 instances of family leave, covering 420 days. If the ACWC proposal had been in effect, there would have been a cost of \$129,078. The Mission Agency estimates that perhaps twice as many employees would make use of this additional leave, if the ACWC proposal were to be approved. Therefore, our estimate is that adoption of the proposal would cost roughly \$260,000 a year.

Beyond financial considerations are the impact on working conditions, morale and lost productivity for other employees, which would be made more difficult by providing an additional six weeks of paid leave in these instances.

The Presbyterian Mission Agency Board believes its leave policies and supervisory practices are both reasonable and compassionate. If the General Assembly believes that the leave benefits of the Mission Agency are not adequate, it would be helpful to direct the Presbyterian Mission Agency Board to conduct a study of the cost/benefit analysis for enlarging the its benefits policies as part of its next annual review of employee leave benefits, and to bring a report to the 223rd General Assembly (2018).

* Christian Leadership Alliance - an alliance of more than 6,000 mission-focused Christians who lead in today's high-impact Christian nonprofit ministries, churches, educational institutions, and businesses. (<http://www.christianleadershipalliance.org>)

** PRM Consulting Group study of non-profit organizations