

1 **ACTION REQUEST #15**  
2 **2021 OREGON-IDAHO ANNUAL CONFERENCE**  
3  
4

5 **TITLE:** New Conference Rules Section on Vacation and other leaves

6 **SPONSORING GROUP OR INDIVIDUAL:** Conference Rules Committee on behalf of the  
7 Conference Personnel Committee

8 **SPOKESPERSON:** Steve Mitchell

9 **SPOKESPERSON'S ADDRESS:** 579 NW Gavin Ct., Dallas, OR 97338

10 **SPOKESPERSON'S E-MAIL:** smitchel@cluge.com

11 **SPOKESPERSON'S TELEPHONE:** 541-539-0366

12 **LEGISLATIVE ASSEMBLY ACTION:** Recommend against approval 4-13-1.  
13

14 **I/We petition the Oregon-Idaho Annual conference to take the following action:**  
15  
16

17 Delete Conference Rule 1.305 and replace it with a new Conference Rules Section as follows:  
18

19 **Chapter 14- Rules Related to Vacation and Leaves for Clergy Members and Those in**  
20 **Pastoral Leadership of Congregations**

21 14.010 Vacation time for those under full time appointment shall be 24 work days and 4  
22 Sundays per year, paid, but non—accumulative. The number of days of vacation will be pro-  
23 rated accordingly for part-time positions. All other vacations are subject to written agreements  
24 or negotiation between the parties involved. A person in one's first year of appointment in the  
25 annual conference may take up to 12 work days of the yearly vacation during the first six  
26 months of the new appointment.

27 14.020 Sick leave shall be up to 10 work days or 80 hours per year, paid, but non-  
28 accumulative. Such leave shall be pro-rated for part-time positions.

29 14.030 Personal days shall be 2 days per year, paid, but non-accumulative.

30 14.040 Maternity or Paternity Leave shall be provided in accordance with Par. 355 of the 2016  
31 *Book of Discipline*, or its equivalent paragraph in a subsequent *Book of Discipline*. Procedures  
32 for applying are listed in that paragraph.

33 14.041 Maternity or Paternity leave will be up to twelve weeks, with pay maintained for at least  
34 the first eight weeks. Maternity or Paternity Leave shall be non-accumulative.

35 14.050 Family leave may be granted for the purpose of caring for a family member with medical  
36 needs, with similar procedures as listed above in 14.040, but without the 90-days in advance  
37 requirement for approval.

38 14.060 If circumstances dictate further leave of any type, terms for the leave shall be developed  
39 in consultation with the Staff-Parish Relations Committee, the District Superintendent, and the  
40 executive committee of the Board of Ordained Ministry.

41 14.070 Unless specified otherwise by the current *United Methodist Book of Discipline* and/or  
42 Conference Rules, clergy appointed to the Conference staff are amenable to Conference  
43 Personnel policies.

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23

**SUPPORTING INFORMATION**

**What will this action accomplish?** This new rules section clarifies and makes consistent the various leaves offered for clergy and others appointed to pastoral leadership for congregations in our Conference. The Conference Personnel Committee also wanted it clarified that clergy employed as Conference staff are subjected to the Conference’s personnel policies when they don’t conflict with other *Disciplinary* provisions or Conference rules.

**Why is it important?** Leave policies are clarified and made more consistent throughout the Conference.

**How will it be carried out? By whom?**

The new Rules Section will be added to current rules by the Rules Committee and the Conference Secretary. Congregations and the Conference Personnel Committee will apply the policies with their pastoral leadership.

**How much will it cost? Where will the money come from?**

There is no cost, except as provided by the congregations and Conference for compensation packages.