

Resolution Regarding the Increase of Parental Leave Guidelines for Rostered Leaders

Whereas, According to the American College of Obstetricians and Gynecologists, postpartum recovery normally ranges from a minimum of six to eight weeks, up to 12 weeks or longer depending on birth complications and the mother's overall health; and,

Whereas, Paid parental leave is associated with decreased rates of infant deaths, low birthweight, and premature births, as well as a 51% reduction in likelihood of mothers re-hospitalization, and a 47% reduction in infant re-hospitalization; and,

Whereas, Several studies have found that that the length of paid leave matters for maternal and infant health, including findings that less than eight weeks of paid leave is linked to a reduction in overall maternal health status and increased risk of postpartum depression, findings that every additional week of paid leave a mother takes reduces the likelihood of reporting poor mental well-being, and findings that longer paid leave significantly increases breastfeeding success and duration, which has innumerable benefits for moms and babies, and reduces the risk of breast and ovarian cancer for the mother; and,

Whereas, The Pacifica Synod Guidelines which are currently 4 weeks minimum, 6 weeks recommended, are lower than the 12 weeks of paid parental leave provided for all federal employees and military personnel, as well as the 12 weeks recommended by several other ELCA Synods around the country, including but not limited to the Sierra Pacific Synod, Saint Paul Area Synod, Minneapolis Area Synod, North Carolina Synod, and Northern Illinois Synod; therefore be it

RESOLVED, That the Pacifica Synod of the ELCA increase fully paid parental leave guidelines for rostered leaders to 12 weeks recommended, 8 weeks minimum, effective beginning in 2024; and,

RESOLVED, That the Pacifica Synod support rostered leaders in renegotiating the parental leave allowance in their current letter of call; and,

RESOLVED, That rostered leaders and members of congregations of the Pacifica Synod be encouraged to call upon our representatives at city, state, and federal levels, to increase protections for paid family leave for state and city employees, and to pursue policies that would increase access to paid family leave in the private sector.

Respectfully submitted by:

Rev. Amanda McGlynn
Dn. Margy Schmitt Ajer
Rev. John Barton
Rev. Sandy Bentz
Dn. Mindy Bugaj
Rev. Casey Dunsworth

Rev. David Jorstad
Rev. Jeff Lilley
Rev. Marcus Lohrmann
Rev. Rebekkah Lohrmann
Rev. Karen Marohn

Rev. David Mattson
Rev. Cole McGlynn
Rev. Bob Mooney
Rev. Ramon Zarate
Rev. Laura Ziehl