

Resolution Sick Leave Definition Rule Change

Whereas family systems and structures have changed dramatically over the last two decades with traditional models of family being defined in various ways, including but not limited to: single-parent models; aging elderly parents living with or cared for by adult children; grandparents or extended family raising grandchildren/nieces/nephews, etc.; same-gender parenting; divorced parenting arrangements; incarcerated parent alternatives; and other models of parenting and caregiving;

Whereas vacation is a time of leisure and recreation, which is not usually a part of caring for a family member;

Whereas due to the COVID-19 pandemic, many alternative caregiving processes have been adopted, changed, or modified to meet the demands of family structures;

Whereas the health disparities of low-income or people of color are on the rise and need more medical care and attention, often expanding beyond traditional nuclear family structures; and

Whereas adult children often find themselves need for flexibility in caregiving of their elderly, aging parents; now, therefore, be it

Resolved, that the Desert Southwest Conference (DSC) Conference Personnel Policies Rule B.V.I.4. of the Conference Rules, Policies, and Guidelines be stricken and rewritten in its entirety as follows:

Sick leave is provided on a paid basis in cases of necessity and actual sickness or injury of a full-time employee or family member (as defined below) which reasonably compels the employee to be absent from work. The employee should notify his/her supervisor as soon as practicable of any such absence and subsequent days away from the job because of illness.

A family member is defined as a:

- child (biological child, adopted child, foster child, stepchild, legal ward, child of a domestic partner, child to whom the employee stands in loco parentis, and individual to whom the employee stood in loco parentis when the individual was a minor),
- parent (biological, foster, stepparent, adoptive parent, or legal guardian, of an employee or an employee's spouse or domestic partner or a person who stood in loco parentis when the employee or employee's spouse or domestic partner was a minor child),
- spouse (a person to whom the employee is legally married under the laws of any state),
- domestic partner (a domestic partner of an employee as registered under the laws of any state or political subdivision),
- grandparent (biological, foster, adoptive, or step grandparent of the employee or the employee's spouse or domestic partner),
- grandchild (biological, foster, adoptive, or step grandchild of the employee or the employee's spouse or domestic partner),
- sibling (biological, foster, adoptive, or step sibling of the employee or the employee's spouse or domestic partner),
- any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship,

Name(s) of Petitioner(s):

Christina Dillabough, Director of Communications, voting member of Annual Conference

Billie Fidlin, Director of Outreach and Justice, voting member of Annual Conference

Matt Kuss, Assistant Treasurer

Julie O'Neal, Executive Assistant to the Bishop, member of Dayspring UMC

Rev. Beth Rambikur, Christ Church UM

Dina Reid, Benefits and Facilities Administrator, member of Red Mountain UMC

Carla Whitmire, District Administrative Assistant, member of Cross in the Desert UMC

Approved by:

Conference Personnel Committee, 03/05/2022

Conference Rules Committee, 03/30/2022

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