

1 **REVISED RESOLUTION FOR SPECIAL CONVENTION**
2 (Additions in **bold** text; deletions noted with ~~double strikethrough~~)
3

4 **Resolved**, that the Special Convention of the Diocese of Newark held on
5 June 9, 2012, ~~affirms that access to affordable health insurance is a justice~~
6 ~~issue and~~ mandates the implementation of the Denominational Health Plan,
7 as defined in Title I, Canon 8 of The Episcopal Church, in all congregations
8 within the Diocese and in the Diocesan Office, and as described below,

- 9
- 10 1. That congregations and the Diocesan Office (hereinafter referred to as
11 “employers”) shall provide ~~access to~~ health insurance, selected from
12 the offerings included in the Diocesan Health Plan and administered
13 by the Church Pension Fund’s Medical Trust, to all eligible clergy and
14 lay employees, and
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 - 16 2. That eligible lay employees are those scheduled to work 1,500 or
17 more hours annually, and eligible clergy are those contracted to work
18 half-time or more, and
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 - 20 3. That employers ~~are expected to~~ **shall** contribute at least 90% of the
21 median cost of the level of insurance coverage that is needed by their
22 eligible clergy and lay employees, and
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 - 24 4. That the level of insurance coverage needed by eligible clergy and lay
25 employees be determined annually by congregational leaders (clergy-
26 in-charge and wardens), **taking into consideration such factors as**
27 **household structure and spousal employment**, following an explicit
28 process to be completed prior to the open enrollment period that
29 solicits open and honest input from each eligible clergy and lay
30 employee, and
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- 32 5. That employers shall not reduce coverage levels for existing eligible
33 clergy and lay employees, except that, in the spirit of cost-sharing,
34 employers may limit their contribution to 90% of the median cost of the
35 level of insurance coverage chosen, with employees contributing the
36 cost differential, such cost-sharing to be phased in over a minimum of
37 two years,
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- 39 6. That employers are required to make the same offering (coverage and
40 contribution levels) to all eligible clergy and lay employees, under the
41 parity provision of the ~~national canon~~ **Denominational Health Plan**,
42 and
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- 44 7. That employers with existing health insurance provisions that are not
45 in parity must achieve parity within five years under a plan filed with
46 and approved by the Office of the Bishop. This five-year period
47 notwithstanding, any employers entering into an employment
48 agreement with a new eligible clergy or lay employee must meet the
49 parity standard at the beginning of that agreement, and
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- 51 8. That eligible clergy and lay employees may elect not to participate in
52 the Diocesan Health Plan if alternate coverage is available and
53 approved by the Medical Trust, and
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- 55 9. That schools, day care facilities, community development corporations
56 and other congregational and diocesan institutions and organizations,
57 regardless of the independence of their incorporation or tax status, are
58 encouraged to adopt the principles articulated in this resolution, and
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- 60 10. That all employers will report annually on the process used to
61 determine the level of insurance coverage needed by their eligible
62 clergy and lay employees, the percentage of health insurance costs

63 contributed by the employer, and any issues that arose in the
64 determination of the employer's health insurance benefits policy. This
65 report will be made to the Office of the Bishop and is to be filed at the
66 end of the open enrollment period and not later than December 1 of
67 each year, with reference to the insurance coverage for the following
68 calendar year, **and**

69 **11. That to ensure just implementation of the process for**
70 **determining the level of insurance needed by eligible clergy and**
71 **lay employees, a Compensation and Benefits Ombudsmen**
72 **Committee will be appointed by the Bishop to hear appeals on**
73 **those decisions made by employers on the provision of health**
74 **coverage which in the mind of the eligible clergy or lay employee**
75 **are not fair and just. The Committee will consist of three people,**
76 **at least one of whom shall be a clergy person and at least one a**
77 **layperson, for a term of three years. The appointments shall be**
78 **made by the Bishop, after consultation with the Diocesan Council**
79 **Steering Committee, and ratified by Diocesan Council. None of**
80 **the members shall be a member of the Diocesan staff. The**
81 **appeal request shall be submitted to the Bishop who will forward**
82 **the request to the Committee whose review shall be conducted**
83 **within thirty days of its receipt.**