TOTAL NUMBER OF PAGES: 1

SUGGESTED TITLE: Definition of Spousal Benefits

*DISCIPLINE* PARAGRAPH: *Discipline ¶¶* ¶ 807.12

GENERAL CHURCH BUDGET IMPLICATION: Potential savings due to limit on employee benefits

GLOBAL IMPLICATIONS: No

AMEND ¶ 807.12.a by adding a footnote to ¶ 807.12.a.1 as follows:

¶ **807.** *Other Fiscal Responsibilities*—The council shall have the following additional fiscal responsibilities:

. . .

12. *a)* The council shall: (1) require each general agency as listed in ¶ 805.4*b*, including itself, to follow uniform policies and practices in the employment and remuneration of personnel, recognizing differences in local employment conditions (these policies and practices shall be consistent with the Social Principles and resolutions of The United Methodist Church);1 and (2) be authorized to gather from all general agencies, at such intervals and in such format as it may determine, information regarding salary remuneration and pay equity and the number of agency employees and staff. Information related to the remuneration of specific employees may be released only by the employing agency or employee.

1In keeping with the Social Principles (¶ 161B and 161F), the definition of “spouse” for the purposes of all United Methodist benefit plans shall be “a person of the opposite gender legally married to the employee.” Spousal benefits shall not be offered to any person who does not meet this definition.

Rationale: To uphold the church’s moral teachings and Social Principles, spousal benefits should only be offered to persons of the opposite gender who are legally married to an employee. Current policies allow spousal benefits for same-sex spouses and partners, as well as opposite-sex partners who are not legally married to the employee.