

PROPOSED RESOLUTION # 2 (DRAFT)

RE: Lay Compensation for 2019

SUBMITTED BY: The Diocese of Maine's Clerical and Lay Compensation Committee; Maine Episcopal Network for Justice; and St. Peter's, Rockland.

CONTACT PERSON: Peter Bickford, Chair, (207) 583-5797, pmbick@myfairpoint.net

1 Resolved that the minimum compensation for lay employees who are paid for more than
2 250 hours annually by any congregation in union with the Diocese of Maine or by any
3 related ministries in the Diocese shall be no less than \$13.50 per hour or its equivalent in
4 salary.

Explanation

1. The intent of this resolution is to call for the establishment of a Living Wage for all lay employees, confirming the long-standing policy of The Episcopal Church to support fair, just, and living wages for all of those employed by Episcopal congregations or related ministries.

This resolution represents the third year in our four-year effort to reach the goal to achieve a minimum hourly wage of \$15.00 to conform to the resolution of Executive Council.

2. The floor of 250 hours is intended to exempt teenagers or very occasional workers who might do seasonal work such as shoveling snow or mowing the lawn.

3. The Maine Minimum Wage is \$9.40 per hour as of January 7, 2017. The Diocese of Maine minimum compensation for lay employees in 2018 is \$13.00.

4. Please see Attachment #1 Executive Council Resolution: Support a Living Wage, passed June 2016.

http://s3.amazonaws.com/dfc_attachments/public/documents/3224291/Resolution_AN_013__June_2016_.pdf