

Canon 22, Section 8 re Lay Compensation

Section 8. Each lay employee shall receive the following compensation:

- (1) Lay employees who are paid for 250 or more hours annually shall receive no less than the Diocesan Lay Minimum Wage. The Diocesan Lay Minimum Wage shall be established annually by the Convention of the Diocese.
- (2) Lay employees who are paid for 1,000 or more hours annually shall participate in the Church Pension Fund's Lay Employee Pension Plan and the employer shall make the required employer contributions. Lay employees may elect, in writing, to negotiate alternative arrangements.
- (3) Lay employees who are paid for 1,500 or more hours annually shall receive the same health, dental and life insurance and Section 125 Plan as required by this canon for clergy. All lay employees eligible for the benefits of this section shall be allowed the same alternate arrangements as allowed for clergy who have other insurance coverage.
- (4) Lay employees who are paid for 1,000 hours or more annually shall receive a minimum of 2 weeks vacation. A vacation week shall equal the average work week. All lay employees who are paid for 1,000 hours or more annually shall receive pay and the day off for all Federal and State holidays which fall on a day which that lay employee would have been scheduled to work.
- (5) Lay employees shall be provided the necessary tools for the job at the expense of the employer. Lay employees shall be reimbursed for their business expenses including business mileage at the current IRS rate.
- (6) Nothing in this section shall supersede any Federal or State laws regarding employment. Nothing in this canon shall supersede any provision of the Canons of the Foreign and Domestic Missionary Society of the Protestant Episcopal Church of the United States

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