

**Texas Annual Conference of The United Methodist Church
Center for Clergy Excellence
Group Health Benefits**

Policy 103

Clergy - Part Time/Full Time

The GHB office follows the definition of part-time as contained in the Plan Document which states that working *20 hours* or less per week excludes the employees from benefits under the plan.

Full-Time as identified in the Plan Document is working an average of *30 hours* per week which makes the employees eligible for benefits under the plan provided they satisfy other eligibility criteria.

“Employees are discouraged from working 20-30 hours per week to prevent confusion regarding whether or not they are eligible for benefits.”

- *In the event there is a contradiction between the GHB policy and the plan document, the Plan Document shall prevail.*
- *The above policy is to comply with the overall GHB Committee decisions and is periodically reviewed by the committee.*

*Ref: 2000 Conference Journal, Pg.j-67

Revised 7-1-11