

The Corporation of the Township of North Huron

By-law No. 24-2019

A by-law to adopt a Council Member Pregnancy and Parental Leave Policy

WHEREAS Section 5 (3) of the Municipal Act 2001, S.O. 2001, c.25, as amended provides that municipal power shall be exercised by by-law,

AND WHEREAS the Council of the Corporation of the Township of North Huron deems it expedient to adopt a Council Member and Parental Leave Policy,

NOW THEREFORE the Council of the Corporation of North Huron enacts as follows:

1. That the "Council Member Pregnancy and Parental Leave Policy" attached hereto as "Schedule A" is hereby adopted.
2. That this by-law shall come into force and take effect on the 1st day of March, 2019.

Read a first and second time this 4th day of March, 2019.

Read a third time and passed this 4th day of March, 2019.

Bernie Bailey, Reeve

CORPORATE SEAL

Dwayne Evans, CAO/ Clerk

**The Corporation of the Township of North Huron
Council Pregnancy and Paternal Leave Policy
Schedule “A” to By-law No. 24-2019**

1.0 Application

In accordance with Section 270 of the Municipal Act, 2001 this policy applies to Members of Council.

2.0 Policy Statement

Bill 68 Modernizing Ontario’s Municipal Legislation Act, 2017 aims to increase fairness and reduce barriers by ensuring that members of council are permitted to take a leave of absence for pregnancy or parental leave without the fear of being removed from office. This policy provides guidance for addressing pregnancy and parental leave in a way that respects a Council Member’s statutory role as an elected official.

3.0 Definitions

Pregnancy and/ or Parental Leave—an absence of 20 consecutive weeks or less as a result of a Member’s pregnancy, the birth of a Member’s child or the adoption of a child by the Member in accordance with Section 259 (1.1) of the Municipal Act, 2001.

4.0 Policy Requirements

- (a) The office of a member of Council shall not become vacant if a member is absent for 20 consecutive weeks or less if the absence is a result of the member’s pregnancy, the birth of the member’s child or the adoption of a child by the member.
- (b) Prior to the member missing meetings of Council for three consecutive months, a member of Council shall complete the Leave Advisory Form (indicating the expected Start and Return dates) attached as Appendix A to this policy and submit the form to the Clerk.
- (c) If a member of Council wishes to seek a leave in excess of 20 weeks, the member shall complete the extended leave section of the Leave Advisory form and submit it to the Clerk as soon as the need for an extended leave is known. If an extended leave is requested, the Clerk shall prepare a report for Council’s consideration of extended leave.
- (d) A member of Council on pregnancy or parental leave is exempt from attending meetings of Council and any other Committee meeting to which the member has been appointed.
- (e) Members of Council shall continue to receive Council and Committee Agendas
- (f) Members of Council on pregnancy or parental leave shall participate in events, conferences, council and committee meetings, or respond to communications at the level they determine, utilizing an out of office email feature to identify they are on leave, the level of service offered and an alternate contact if required.
- (g) Council may make temporary appointments to any committee, board, agency, task force, etc. which the Member has been appointed and where the Member is the only member of Council appointed.
- (h) Notwithstanding (g), at any point in time during the Leave, the Member may provide written notice to the Clerk of their intent to lift any temporary appointments to exercise their statutory role.
- (i) Members of Council on pregnancy or parental leave shall continue to received all remuneration afforded to regular members of Council where eligible.

- (j) Members of Council on pregnancy or parental leave shall continue to have access to all equipment supplied to a regular member including but not limited to access to information technology equipment.