

**THE CORPORATION OF THE MUNICIPALITY OF WEST GREY**

**BY-LAW NUMBER 21 - 2018**

**BEING**, a By-law to adopt a "Pregnancy and Parental Leave for Members of Council Policy";

**WHEREAS**, Subsection 270(1) of the Municipal Act, Chapter C.25, R.S.O. 2001, as amended, requires municipalities to adopt and maintain a policy with respect to pregnancy leaves and parental leaves of members of council by March 1, 2019;

**AND WHEREAS**, the Council of the Corporation of the Municipality of West Grey deems it expedient to adopt the aforementioned policy;

**NOW THEREFORE, THE COUNCIL OF THE CORPORATION OF THE MUNICIPALITY OF WEST GREY ENACTS AS FOLLOWS:**

1. The "Pregnancy and Parental Leave for Members of Council Policy" is hereby adopted as set out in Schedule "A" attached hereto and forming part of this By-law.
2. This By-Law shall come into force and effect on the date of final passing thereof.

**READ** a first and second time this 19<sup>th</sup> day of February, 2018.

**READ** a third time and finally passed this 19<sup>th</sup> day of February, 2018.

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(Signed)  
Kevin Eccles, Mayor

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(Signed)  
Mark Turner, Clerk

## **Schedule "A" – By-law Number 21 - 2018**

### **Pregnancy and Parental Leave for Members of Council Policy**

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#### **Policy Statement**

The Municipality of West Grey recognizes a Member of Council's right to take leave for the Member's pregnancy, the birth of the Member's child or the adoption of a child by the Member in accordance with the Municipal Act, 2001 and the Procedure By-law.

#### **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.

#### **Purpose**

This policy provides guidance on how the Municipality addresses a Member's pregnancy or parental leave in a manner that respects a Member's statutory role as an elected representative.

#### **Application**

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

#### **Policy Requirements**

The Municipality of West Grey Council supports a Member of Council's right to pregnancy and/or parental leave in keeping with the following principles:

1. A Member of Council is elected to represent the interests of his or her constituents.
2. A Member's pregnancy and/or parental leave does not require Council approval and his or her office cannot be declared vacant as a result of the leave.

3. A Member of Council on pregnancy and/or parental leave shall reserve the right to exercise his or her delegated authority at any time during their leave.
4. A Member of Council on pregnancy and/or parental leave shall continue to be paid their respective honorarium.

Where a Member of Council will be absent due to a pregnancy and/or parental leave, subsection 10(5) of the Procedure By-law sets out the process for the temporary assignment of the Member's committee membership(s).

Notwithstanding, at any point in time during a Member's pregnancy or parental leave, the Member reserves the right to exercise his/her delegated authority on Council or Committees. The Member shall provide written notice to the Clerk of their intent to lift any of the Council-approved, temporary appointments and exercise their statutory role or delegated authority.

### **Responsibilities**

Members of Council and Municipal staff are responsible for adhering to the parameters of this policy.

### **Monitoring/Contraventions**

The Clerk shall be responsible for monitoring the application of this policy and for receiving complaints and/or concerns related to this policy.

### **Legislative and Administrative Authorities**

Section 270 of the Municipal Act, 2001, as revised by Bill 68, requires that the Municipality of West Grey adopt and maintain a policy with respect to the pregnancy and parental leaves of Members of Council.