

THE CORPORATION OF THE TOWNSHIP OF PRINCE

BY-LAW NUMBER 2019-12

BEING, a By-law to adopt a "Pregnancy Leaves and Parental Leaves of 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 the pregnancy and parental leaves of Members of Council;

AND WHEREAS, the Council of the Corporation of the Township of Prince deems it expedient to adopt the aforementioned policy;

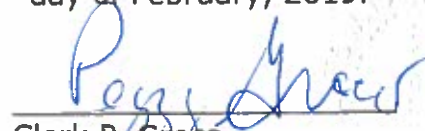
NOW THEREFORE, THE COUNCIL OF THE CORPORATION OF THE TOWNSHIP OF PRINCE ENACTS AS FOLLOWS:

1. The ""Pregnancy Leaves and Parental Leaves of 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 12th day of February, 2019.

READ a third time and finally passed this 12th day of February, 2019.


Mayor K. Lamming


Clerk P. Greco

The Corporation of the Township of Prince

Policy:	Policy for Pregnancy Leaves and Parental Leaves of Members of Council
Date Approved:	February 12, 2019
Department:	Human Resources
Staff Report:	2019.02.12
By-Law No.:	2019-

Policy Statement

The Corporation of the Township of Prince recognizes a Member of Council's right to take leave for the Members' pregnancy, the birth of the Member's child or the adoption of a child by the Member in accordance with the *Municipal Act, 2001*.

Purpose

This policy provides guidance on how the Corporation of the Township of Prince 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.

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*.

Procedures

Township 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 their constituents.
2. A Member's pregnancy and/or parental leave does not require Council approval and their office cannot be declared vacant as a result of the Pregnancy and/or Parental Leave.
3. The Member is entitled to continue to receive communication from the Township (Council packages, email, meeting invitations), as if the Member were not on Leave, in accordance with the wishes of the Member.
4. A Member of Council on Pregnancy and/or Parental Leave reserves the right to participate as a Member at any time during their leave.

5. A Member of Council on Pregnancy and/or Parental Leave shall continue to be paid and continue to have expenses paid in accordance with any Council expense policy.

Where a Member of Council will be absent due to a Pregnancy and/or Parental Leave, the Member shall provide written notice to the Township Clerk outlining the expected duration of leave including a potential start date and return date.

It is understood that under emergent circumstances, a Member may not be able to submit the appropriate notice before the Leave commences. Each Member shall nonetheless endeavour to provide the appropriate notice in advance of any Leave or as soon as possible after commencing the Pregnancy and/or Parental Leave. The Township Clerk will provide the Mayor/Designate and the Clerk-Treasurer with a copy of any written notice.

Council shall make temporary appointments to fill any vacancies of the Member to Committees, Boards, or other meetings or activities of the Member.

Notwithstanding, at any point in time during a Member's Pregnancy and/or Parental Leave, the Member can provide written notice to the Township Clerk of their intent to lift any of the Council- approved, temporary appointments. The Member shall inform the Township Clerk, with proper notice, on any changes regarding their return date.

Exclusions

This policy does not apply to Township Staff, or Members of Local Boards/Committees.

References and Related Policies

- <https://www.ontario.ca/laws/statute/01m25> Section 270 of the Municipal Act, 2001, as revised by Bill 68, requires that the Township adopt and maintain a policy with respect to the pregnancy and parental leaves of Members of Council.
- Code of Conduct for Members of Council and Local Boards

Consequences of Non-Compliance

The Township Clerk shall be responsible for monitoring the application of this policy.

Review Cycle

This policy will be reviewed in each term of Council or as required due to legislative changes.