



POLICY No. 2019-01

Pregnancy and Parental Leave for Members of Council Policy

Originating Department Corporate and Social Services

SMT Approval: 2019-01-21

Council in Committee: 2019-02-05

Recommendation #: 5

Council Approval: 2019-02-11

Resolution #: 24-19

Revision History: [Click here for revision history](#)

1. PURPOSE

To provide a clear and transparent process for Members of Council requesting and taking pregnancy or parental leave in a manner that respects a Member's statutory role or appointment.

2. 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*.

3. POLICY

3.1 Haldimand County recognizes, in accordance with Section 259 (1.1) of the *Municipal Act*, a Member of Council's right to take leave for the purpose of the member's pregnancy, the birth of the member's child or the adoption of a child by the member.

Haldimand County supports this right, keeping with the following principles:

- A member is elected to represent his or her constituents.
- 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.
- Legislative and administrative matters requiring action during a member's pregnancy and/or parental leave should be addressed in a manner that is consistent

with the members wishes. For example, the member may wish to continue to receive communication from the County as if the member were not on leave.

- 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.

3.2 Where a member of Council will be absent due to a pregnancy and/or parental leave, the member shall provide at least one (1) month’s written notice, to the Clerk and Manager, Human Resources indicating the request for leave, including anticipated start and return dates. The notice should include information about which duties, if any, will continue to be undertaken by the member of Council during the leave.

3.3 Council may make temporary appointments, as necessary, to any boards and committees that include a Council appointee and where the member is the only member of Council on that body.

3.4 A Member of Council on pregnancy and/or parental leave shall continue to receive all remuneration and benefits afforded to members of Council and the County shall continue to pay applicable benefit premiums.

3.5 Notwithstanding, at any point in time during a member’s pregnancy or parental leave, the member may provide written notice to the Clerk of their intent to lift any of the temporary appointments to exercise their statutory role or any changes to their return date. Wherever possible, written notice should be provided with at least four (4) weeks’ notice.

4. RESPONSIBILITIES

4.1 The Clerk is responsible for monitoring the application of this policy and for receiving concerns related to this policy.

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

5. REFERENCES

5.1 Section 270 of the Municipal Act, 2001, as amended by Bill 68

REVISION HISTORY					
REPORT	CIC		COUNCIL		DETAILS
	Date	Rec#	Date	Res#	
	Date	Rec#	Date	Res#	