



## TOWNSHIP OF SOUTH STORMONT

Title: Pregnancy and Parental Leave Policy for Members of Council  
Schedule "A" to By-law No. 2019-029

Department: Council

Date: March 27, 2019

### 1. Purpose

To establish a policy that provides guidance on how the Township of South Stormont addresses a Member's pregnancy or parental leave in a manner that respects a Member's statutory role as an elected representative.

### 2. Scope

The intent of the policy is to ensure The Township of South Stormont 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 Section 259 (1.1) of the Municipal Act, 2001.

### 3. Application

In accordance with Section 270 of the Municipal Act, 2001, this Policy shall apply to all Members of Council of the Corporation of the Township of South Stormont.

### 4. Definitions

"Pregnancy and/or Parental Leave" means 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.

"Mayor" means the head of Council and the Chief Executive Officer of the Township.

"Member" and/or "Member of Council" means a member or members of the municipal council of the Township of South Stormont;

"Municipality" means the Corporation of the Township of South Stormont;

## **5. Policy**

This policy outlines the parameters that support a Council Member's right for Pregnancy and/or Parental Leave. Namely:

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. 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 Member's wishes.
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.

## **6. Responsibilities**

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

## **7. Monitoring/Contraventions**

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

## **8. Legislative and Administrative Authorities**

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