



The Corporation of the Town of Tecumseh

Corporate Services & Clerk

To: Mayor and Members of Council

From: Laura Moy, Director Corporate Services & Clerk

Date to Council: February 12, 2019

Report Number: CS-2019-05

Subject: Pregnancy and Parental Leave for Members of Council

Recommendations

It is recommended:

That Report CS-2019-05 regarding Pregnancy and Parental Leave for Members of Council **be received;**

And that the Pregnancy and Parental Leave Policy for Members of Council **be adopted.**

Background

Bill 68 - Modernizing Ontario's Municipal Legislation Act, 2016 was introduced in the provincial legislature on November 16, 2016, and received Royal Assent on May 30, 2017. This Bill amended Section 270(1) of the Municipal Act, 2001. Section 270 requires municipalities to adopt and maintain certain policies. The amendment requires all municipalities to adopt and maintain a policy related to pregnancy leaves and parental leaves for Members of Council, before March 1, 2019.

Section 259 (1.1) of the Municipal Act, 2001 was also amended to protect the office of a Member of Council from being declared vacant during an absence related to the Member's pregnancy, birth or the adoption of a Member's child for up to 20 consecutive weeks, and that Section 259 (1) (c) does not apply. Section 259 (1) (c) states that when a Member is absent from the meetings of Council for three successive months, without being authorized to do so by a resolution of council, the office of that member would become vacant.

Comments

In accordance with the Municipal Act, 2001, a Policy regarding Pregnancy and Parental Leave for Members of Council has been prepared.

The prepared Policy recognizes the right of Members of Council to Pregnancy Leave and Parental Leave in a manner that respects a Member's statutory role as an elected representative and his / her 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.

The Policy, appended as **Attachment 1**, also provides that a Member who is on a Pregnancy Leave or Parental Leave:

- Will continue to receive communications from the Town, as if they were not on a Leave,
- Reserve the Member's right to participate as an active Member of Council at any time during his/her Leave,
- Will continue to receive all remuneration, reimbursements and benefits afforded to all Members of Council, and
- Continue to have access to the Town Hall, information technology equipment and staff support.

A Member intending to take a Pregnancy Leave or Parental Leave must notify the Director Corporate Services & Clerk, or designate, of his/her expected start and end date of such Leave. This information is also to be communicated to all Members of Council.

The Mayor may make temporary appointments to any committee or board that are constituted by the Town and where the Member on a Leave is the only Member of Council on that committee or board.

Consultations

Other Municipalities

Financial Implications

Members of Council on a Parental Leave or Pregnancy Leave would continue to receive their remuneration and benefits. The cost of enrolment in such benefits may increase if the Member were to move from single to family benefits as a result of their child's birth.

Link to Strategic Priorities

Applicable	2017-18 Strategic Priorities
<input type="checkbox"/>	Make the Town of Tecumseh an even better place to live, work and invest through a shared vision for our residents and newcomers.
<input type="checkbox"/>	Ensure that the Town of Tecumseh's current and future growth is built upon the principles of sustainability and strategic decision-making.
<input checked="" type="checkbox"/>	Integrate the principles of health and wellness into all of the Town of Tecumseh's plans and priorities.
<input type="checkbox"/>	Steward the Town's "continuous improvement" approach to municipal service delivery to residents and businesses.
<input type="checkbox"/>	Demonstrate the Town's leadership role in the community by promoting good governance and community engagement, by bringing together organizations serving the Town and the region to pursue common goals.

Communications

Not applicable ☒

Website ☐

Social Media ☐

News Release ☐

Local Newspaper ☐

This report has been reviewed by Senior Administration as indicated below and recommended for submission by the Chief Administrative Officer.

Prepared by:

Laura Moy, Dipl. M.M., CMMIII HR Professional
Director Corporate Services & Clerk

Recommended by:

Tony Haddad, MSA, CMO, CPFA
Chief Administrative Officer

**Attachment
Number**

**Attachment
Name**

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