



THE CORPORATION OF THE UNITED TOWNSHIPS OF HEAD, CLARA & MARIA

POLICY & GUIDELINES ON PREGNANCY AND PARENTAL LEAVE FOR MUNICIPAL COUNCIL MEMBERS

POLICY

The municipality of the United Townships of Head, Clara & Maria 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*.

GUIDELINES

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 of the United Townships of Head, Clara & Maria 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

Municipal 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. 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 shall reserve the right to exercise his or her delegated authority at any time during their leave.

Responsibilities

Members of Council and 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 adopt and maintain a policy with respect to the pregnancy and parental leaves of Members of Council.