



Corporate Policy

Pregnancy and Parental Leave for Members of Council

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| Department: | Corporate Services |
| Related Documents/Legislation: | Municipal Act, s. 270 |
| Approved | by Council: June 24, 2019 Resolution No. 6 By-Law No. 033-2019 |

1. Policy Statement

The Town of Orangeville 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*.

2. Purpose

This policy provides guidance on how the Town of Orangeville addresses a member's pregnancy or parental leave in a manner that respects a member's statutory role as an elected representative

3. 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*

4. Scope

In accordance with Section 270 of the *Municipal Act, 2001*, this policy applies to Members of Council.

5. Policy

Town 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.

Where a Member of Council will be absent due to a pregnancy and/or parental leave, the member shall provide written notice to the Town Clerk outlining the expected duration of leave, including potential start and return dates.

It is understood that in the event of an emergency, a member may not be able to submit the appropriate notice before leave commences. Each member shall endeavour to provide the appropriate notice in advance of leave or as soon as possible after commencing the leave. The Town Clerk will advise the Mayor and Human Resources of the leave and provide written notice to Human Resources.

Council shall make temporary appointments to fill any vacancies of the member on Boards, Committees, Task forces, Project Teams or other meetings or activities of the member.

At any point during a member's pregnancy or parental leave, the member may provide written notice to the Town Clerk and Solicitor of their intent to lift any of the Council-approved, temporary delegations and exercise their statutory role.