



Corporate Policy

Pregnancy and Parental Leave for Members of County Council

Approved by: County Council
By-law 5049-19

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Section: Governance

Policy Statement

The Corporation of the County of Grey (“the Corporation”) 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.

Purpose

This Policy provides guidance on how the Corporation of the County of Grey addresses a member’s pregnancy or parental leave in a manner that respects a member’s statutory role as an elected representative.

Scope

This Policy applies to members of Council.

Definitions

“Act” means the *Municipal Act*, 2001, S.O. 2001, c25, as amended, replaced, or re-enacted from time to time.

“Clerk” means the person appointed as the Clerk of the Corporation of the County of Grey.

“Council” means Council of the Corporation of the County of Grey.

“County” means the Corporation of the County of Grey.

“Leave” shall mean Pregnancy and/or Parental Leave

“Member” as it relates to Council and Committee means a Councillor of the Corporation of the County of Grey.

“Municipality” means the Corporation of the County of Grey.

“Pregnancy and/or Parental Leave” shall mean 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.

“Warden” means the person who is elected or acclaimed the head of Council.

1.0 Policy Requirements

1.1 County Council supports a member of Council’s right to pregnancy and/or parental leave in keeping with the following principles:

1.1.1 A member is elected to represent his or her constituents.

1.1.2 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.

1.1.3 A member will continue to receive communication from the County as if the member were not on leave. A member reserves the right to participate as an active member of Council at any time during his or her leave.

1.1.4 A member shall be compensated in the same manner as the Non Union employee group, which is in accordance with Employment Insurance benefits, unless the member elects in writing to waive pregnancy and parental leave compensation.

1.2 Where a member of Council will be absent due to a pregnancy and/or parental leave, the member shall provide written notice to the Clerk indicating expected start and end dates. If notice cannot be provided prior to starting the leave, notice must be provided in writing as soon as possible.

1.3 The Warden may make temporary appointments to any committees, boards, task forces, etc. that are constituted by the County of Grey and where the member is the only member of Council on that body.

1.4 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. The member shall provide written notice to the Clerk of any changes to their return date.

- 1.5 Should the member return intermittently from Leave for Committee and/or Council meetings, this does not extend their Leave for any additional weeks.
- 1.6 Should the member return intermittently from Leave for Committee and/or Council meetings, this does not mean that the member has terminated their Leave.
- 1.7 Should the member return intermittently from Leave for Committee and/or Council meetings, the member shall be compensated pro rata for pregnancy and parental leave compensation and regular salary.

2.0 Responsibilities

- 2.1 Members of Council and County staff are responsible for adhering to the parameters of this policy.

3.0 Complaints Protocol

- 3.1 The Clerk shall be responsible for monitoring the application of this policy.

4.0 Legislative Authority

- 4.1 Section 270 of the *Municipal Act*, 2001, as revised by Bill 68 requires Council to adopt and maintain a policy with respect to pregnancy leaves and parental leaves of members of Council.