



Council Policy

Council Policy No.:	
Council Policy Name:	Pregnancy and Parental Leave Policy for Members of Council
Date Approved by Council:	
Date revision approved by Council:	
Related SOP, Management Directive, Council Policy, Form	Member of Council Request for Leave of Absence Form

Policy Statement and Rationale:

The City of Kawartha Lakes 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.

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

This policy provides guidance on how the City of Kawartha Lakes addresses a Member's pregnancy or parental leave in a manner that respects a Member's statutory role as an elected representative.

Scope:

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

Policy:

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.

City 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.



Council Policy

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 reserve the right to exercise their authority at any time during their leave.
5. A Member of Council on pregnancy and/or parental leave shall continue to receive their honorarium.
6. Where a Member of Council will be absent due to a pregnancy and/or parental leave, the Member's committee membership(s) may be delegated to another Member as an alternate, through appointment by Council.

Monitoring/Violation

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

Revision History:

Proposed Date of Review:

Revision	Date	Description of changes	Requested By
0.0	[Date]	Initial Release	