Being a by-law to establish policies with respect pregnancy leaves and parental leaves for members of Council.

WHEREAS Section 270(1)(8) of the Municipal Act, S.O. 2001, c. 25, as amended, requires municipalities to adopt and maintain policies with respect pregnancy leaves and parental leaves for members of Council;

AND WHEREAS Section 259(1.1) of the Municipal Act, S.O. 2001, c. 25, as amended, provides that the office of a member of Council of a municipality does not become vacant if the member is absent for 20 consecutive weeks or less if the absence is the result of the member’s pregnancy, the birth of the member’s child or the adoption of a child by the member;

NOW THEREFORE, the Council of the Corporation of the Municipality of Morris-Turnberry enacts as follows:

1. DEFINITIONS

1.1. 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.

2. PURPOSE

2.1. This policy provides guidance on how the Municipality of Morris-Turnberry addresses a member’s pregnancy or parental leave in a manner that respects a member’s statutory role as an elected representative.

3. REQUIREMENTS

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

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

3.1.2. 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.

3.1.3. A member will continue to receive communication from the municipality as if the member were not on leave.

3.1.4. A member reserves the right to participate as an active member of Council at any time during his or her leave.

3.1.5. A member shall continue to receive all remuneration, reimbursements and benefits afforded to all members of Council.

3.2. 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.

3.3. The Mayor may make temporary appointments to any committees, boards, task forces, etc. that are constituted by the municipality and where the member is the only member of Council on that body.
3.4. Notwithstanding 3.3 above, 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.

3.5. The member shall provide written notice to the Clerk of their intent to lift any of the temporary appointments to exercise their statutory role.

4. POLICY MANAGEMENT

4.1. Staff are authorized and directed to take the necessary action to give effect to this policy.

4.2. The Clerk, Deputy Clerk or designates are delegated the authority to make administrative changes to this policy that may be required from time to time due to legislative changes or if, in the opinion of both of them, the amendments do not change the intent of the policy.

5. COMING INTO FORCE

5.1. This by-law shall come into force and take effect on the date of final passing thereof.

Read a FIRST and SECOND time this 5th day of November 2019

Read a THIRD time and FINALLY PASSED this 5th day of November 2019

Mayor, Jamie Heffer

Clerk, Trevor Hallam