

THE CORPORATION OF THE TOWNSHIP OF

WOLLASTON
BY-LAW No. 08-19

BEING A BY-LAW OF THE CORPORATION OF THE TOWNSHIP OF WOLLASTON
TO ADOPT A POLICY FOR PREGNANCY AND PARENTAL LEAVE FOR MEMBERS
OF COUNCIL

WHEREAS under Section 270 (1) of the Municipal Act, 2001, S.O. 2001, c.25,
as amended a Municipality is required to adopt and maintain a policy for Pregnancy
and Parental Leave for Members of Council

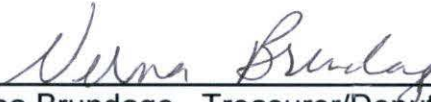
NOW THEREFORE the Council of the Corporation of the Township of
Wollaston hereby enacts as follows:

1. That the said policy shall be attached hereto as Schedule "A" and form part of
this by-law;
2. That the provisions of any policies contrary to this by-law be hereby repealed.

**READ A FIRST, SECOND AND THIRD TIME AND PASSED IN OPEN COUNCIL
THIS 19 DAY OF February, 2019.**



Barbara Shaw, Reeve



Verna Brundage , Treasurer/Deputy Clerk

By-Law 08-19

Schedule "A"

Policy

Pregnancy and Parental Leave of Members of Council

Policy Statement

The Corporation of the Township of Wollaston 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*.

Legislative Authority

Section 270 of the *Municipal Act, 2001*, as revised by Bill 68 to adopt a policy that addresses the right to leave under the Act for pregnancy and parental leave.

Purpose

This policy provides guidance on how the Township of Wollaston addresses a Member's pregnancy or parental leave in a manner that respects a Member's statutory role as an elected official.

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.

Procedures

Township Council supports a Member of Council rights to pregnancy and /or parental leave in keeping with the following principles:

1. A Member of Council is elected to represent the interests of their constituents.
2. A Member's pregnancy and/or parental leave does not require Council approval and their office cannot be declared vacant.
3. The Member is entitled to continue to receive communication from the Township (Council/Committee agenda packages, emails, and meeting invitations), as if the member was not on leave, in accordance with the wishes of the Member.
4. A Member on leave reserves the right to participate as a Member at any time.
5. A Member on leave shall continue to be paid and have any expenses reimbursed in accordance with current policy.

Where a member of Council will be absent due to Pregnancy and /or Parental leave the Member shall provide written notice to the Administrator outlining the expected duration of leave including a potential start and return date.

It is understood that under some circumstances, that the Member may not be able to submit the appropriate notice. Each member shall endeavor to provide appropriate notice as soon as possible. The administrator will provide written notice to the Reeve.

Council shall make temporary appointments to fill any vacancies of the member to committees, boards, project teams, or other activities. These appointments may be lifted by written notice from the member that they will participate in any or all activities.

The Member shall inform the administrator, with proper notice of any change regarding their return date.

Exclusions

This policy does not apply to Township Staff, members of Boards or Committees.