



The Town of Niagara-On-The-Lake

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POLICY

Policy No.: P-CS-19-003

Approved on:

March 11, 2019

By-Law No.: 5135-19

Effective on:

March 11, 2019

Supersedes:

Report To:	Corporate Services Advisory Committee
Title/Subject:	Pregnancy and/or Parental Leave for Members of Council

PURPOSE

This policy provides guidance on how the Town of Niagara-on-the-Lake addresses a Member of Council's pregnancy and/or parental leave in a manner that respects a member's statutory role as an elected representative

POLICY STATEMENT

The Town of Niagara-on-the-Lake recognizes a Member of Council's right to take a 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 Section 270 of the *Municipal Act, 2001* .

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* .

Procedure

The Town of Niagara-on-the-Lake Council supports a Member of Council's right to pregnancy and/or parental leave in keeping with the following principles:

1. A member is elected to represent 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. A member will continue to receive communication from the Town as if the member were not on leave.
4. A member reserves the right to participate as an active member of Council at any time during his or her leave.
5. A member shall continue to receive all remuneration, reimbursements and benefits afforded to all members of Council.

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 and Human Resources indicating expected start and end dates.

Council may make temporary appointments to any committees, boards, task forces, etc. that are constituted by the Town of Niagara-on-the-Lake and where the member is the only member of Council on that body.

Members of Council on pregnancy and/or parental leave shall continue to have access to all equipment supplied to a regular member, including but not limited to, access to the Town office, information technology equipment and elected officials staff support.

Notwithstanding, at any point in time during a member's pregnancy or parental leave, the member may provide written notice to the Town Clerk of their intent to lift any of the temporary appointments to exercise their statutory role. The member shall provide written notice to the Town Clerk of any changes to their return date.

Resources

- <https://www.ontario.ca/laws/statute/01m25> Section 270 of the *Municipal Act, 2001* , as revised by Bill 68, requires that the Town adopt and maintain a policy with respect to the pregnancy and parental leaves of Members of Council.

ATTACHMENTS

WEB ATTACHMENTS

ATTACHMENTS FOR LINK

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