

The Corporation of the Township of Whitewater Region

By-law Number 18-12-1129

A by-law to establish a Pregnancy and Parental Leave for Members of Council Policy

Whereas, Section 270(8) of the *Municipal Act, 2001*, S.O. 2001, c. 25, as amended, requires the adoption and maintenance of a policy with respect to the pregnancy and parental leaves of Members of Council; and

Whereas, the Council of the Township of Whitewater Region deems it expedient and necessary to establish a policy governing pregnancy and parental leave for Members of Council;

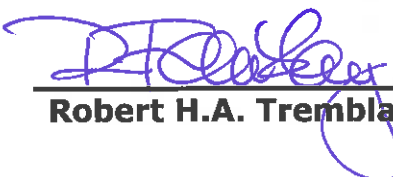
Now therefore Council of the Corporation of the Township of Whitewater Region enacts as follows:

1. That the Pregnancy and Parental Leave for Members of Council Policy is hereby established as a corporate policy.
2. That the corporate policy attached shall form a part of this by-law.
3. This by-law shall come into force and take effect on January 1, 2019.

Read a first, second and third time and finally passed this 12th day of December, 2018.



Michael Moore, Mayor



Robert H.A. Tremblay, Clerk

Policy: Pregnancy and Parental Leave for Members of Council

Main Contact: Chief Administrative Officer

Last Revision: December 2018

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Policy Statement

The Township of Whitewater Region 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 Township of Whitewater Region addresses a Member's pregnancy or parental leave in a manner that respects a Member's statutory role as an elected representative.

Definitions

"Pregnancy and/or Parental Leave" means 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*.

Policy Requirements

Council supports a Member of Council's right to pregnancy and/or parental leave in keeping with the following:

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 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 shall reserve the right to exercise their authority at any time during their leave.
5. 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 on recommendation of the Mayor, in accordance with the Member's wishes.

Monitoring

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

Authority

Section 270(8) of the *Municipal Act, 2001*, requires the adoption and maintenance of a policy with respect to the pregnancy and parental leaves of Members of Council.

Contact

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Change History

Policy Name	Effective Date	Significant Changes	By-law No.
Pregnancy and Parental Leave for Members of Council Policy	January 1, 2019	New policy	2018-12-1129