

CORPORATION OF NORTH ALGONA WILBERFORCE

BY-LAW 2019-013

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

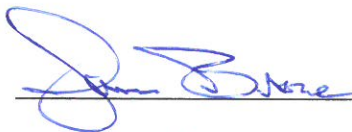
Whereas, Section 270(8) of the Municipal Act, 2001, 5.0. 2001, c. 25, as amended, requires the adoption and maintenance of a policy with respect to the pregnancy and parental leaves of Members of Council;

Whereas, the Council of the North Algona Wilberforce Township 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 North Algona Wilberforce Township 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 March 1, 2019.

Read a first, second and third time and finally passed this 19th Day of February 2019



James Brose, Mayor



Marilyn Casselman, Clerk

Policy: Pregnancy and Parental Leave for Members of Council

Main Contact: Chief Administrative Officer

North Algona Wilberforce Township 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.

This policy provides guidance on how North Algona Wilberforce Township addresses a Member's pregnancy or parental leave in a manner that respects a Member's statutory role as an elected representative.

"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.

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 leave/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.

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.

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.