

THE TOWNSHIP OF SOUTH ALGONQUIN

BY-LAW NO. 21 - 660

BEING A BY-LAW TO AUTHORIZE THE PASSAGE OF A PREGNANCY-PARENTAL LEAVE POLICY TO RECOGNIZE 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

WHEREAS Section 270 (1), paragraph 8, of the Municipal Act, 2001, S.O. 2001, c.25, as amended, provides that a municipality shall adopt and maintain a policy with respect to the pregnancy and parental leaves of Members of Council.

AND WHEREAS Council wishes to adopt a Council Pregnancy-Parental Leave policy;

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWNSHIP OF SOUTH ALGONQUIN ENACTS AS FOLLOWS:

1. That the "Council Pregnancy-Parental Leave Policy" attached hereto as Schedule "A", be and is hereby adopted.
2. That Schedule "A" is deemed to form part of this by-law.
3. That this by-law shall come into force and take effect upon passing.

READ A FIRST & SECOND TIME THIS 01 DAY OF SEPTEMBER 2021

Jane A.E. Dumas, Mayor

Bryan Martin, CAO

READ A THIRD TIME AND PASSED THIS 01 DAY OF SEPTEMBER 2021

Jane A.E. Dumas, Mayor

Bryan Martin, CAO

**Council Pregnancy-Parental Leave Policy
Corporation of the Township of South Algonquin**

Policy Statement

The Township of South Algonquin 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 South Algonquin 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:

A Member of Council is elected to represent the interests of their constituents.

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.

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

A Member of Council on pregnancy and/or parental leave shall reserve the right to exercise their authority at any time during their leave.

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 CAO shall be responsible for monitoring the application of this policy and for receiving complaints and/or concerns related to this policy.

Enquiries:

CAO
Township of South Algonquin
7 Third Avenue
Whitney, Ontario
K0J 2M0