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Subject: Pregnancy and Parental Leaves of Members of Council	Effective Date: February 20, 2019
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Corporation of the Municipality of French River

PREGNANCY AND PARENTAL LEAVES OF MEMBERS OF COUNCIL POLICY

1. Purpose

This policy provides guidance on how the Municipality of French River addresses a member's pregnancy or parental leave in a manner that respects a member's statutory role as an elected representative.

2. Policy Statement

The Municipality of French River 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.

3. Scope

In accordance with Section 270 of the Municipal Act, 2001, as amended, this policy applies to members of Council.

4. Definitions

For the purpose of this policy, the following terms shall have the meaning as ascribed to them:

“Pregnancy and/or Parental Leave” means an absence of twenty (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, as amended.

5. Policy Requirements

The Council of the Corporation of the Municipality of French River supports a member of Council's right to pregnancy and/or parental leave in keeping with the following principles:

- a) A member is elected to represent his or her constituents.
- b) 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.
- c) A member will continue to receive communication from the Municipality of French River as if the member was not on leave.
- d) A member reserves the right to participate as an active member of Council at any time during his or her leave.
- e) 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 Clerk indicating expected start and end dates.

Council, by way of resolution, may make temporary appointments to any committees, boards, task forces, etc., that are constituted by the Municipality of French River and where the member is the only member of Council on that body.

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

6. Responsibilities

Members of Council and Municipal Staff are responsible for adhering to the parameters of this policy.

7. Monitoring/Contraventions

The Clerk, or his or her designate, shall be responsible for monitoring the application of this policy and for receiving complaints and/or concerns related to this policy.

8. Delegation

The Clerk may delegate in writing to any Municipal Staff any or all of the responsibilities or duties of the Clerk in relation to this policy.

9. Policy Management

Municipal Staff are authorized and directed to take the necessary action to give effect to this policy.

The Clerk, or his or her designate, are delegated the authority to make administrative changes to this policy that may be required from time to time due to legislative changes or if, in the opinion of the Clerk or his or her designate, the amendments do not change the intent of the policy.

This Policy is approved by By-law No. 2019-06 of the Council of The Municipality of French River, this 20th day of February, 2019.