

PREGNANCY AND PARENTAL LEAVE POLICY FOR MEMBERS OF COUNCIL POLICY

POLICY STATEMENT:

The Township of Front of Yonge 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*, as amended.

SCOPE:

Pregnancy and/or parental leave is defined as an absence of twenty (20) consecutive weeks or less as a result of the 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.

PURPOSE:

The purpose of this policy is to provide guidance on how the Township addresses a member's pregnancy or parental leave in a manner that respects a member's statutory role as an elected representative.

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

GUIDELINES:

The Township of Front of Yonge supports a member of Council's right to pregnancy and/or parental leave in keeping with the following principles:

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. A member of Council on pregnancy and/or parental leave shall reserve the right to exercise their delegated authority, if any, at any time during their leave.
4. A member of Council on pregnancy and/or parental leave shall continue to be paid their respective honorarium.

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