

# CITY OF WELLAND

## POLICY

<b>Policy Title:</b> Pregnancy and Parental Leave for Members of Council	
<b>Date of Approval:</b> June 4, 2019	<b>Policy Number:</b> HUM-001-0034
<b>Lead Role:</b> City Clerk	<b>Support Role:</b> Human Resources
<b>Cross Reference:</b>	<b>Next Review Date:</b>
<b>Council File Number:</b> 19-82	<b>Revision Date:</b>

### **Policy Statement:**

To ensure that members of Council are granted a leave of absence for pregnancy and parental leave.

### **GENERAL POLICY STATEMENT:**

The City of Welland acknowledges and recognizes the right of members of Council to take a leave of absence for pregnancy and parental leave, as required in accordance with Section 270 of the Municipal Act, 2001.

### **PURPOSE:**

This policy provides guidance on how the City of Welland will address a member's request for paid pregnancy and/or parental leave consistent with a member's statutory role as an elected official.

### **SCOPE:**

This policy protects members of Council from removal of office and paid leave of absence due to pregnancy, the birth of a child or the adoption of a child up to twenty (20) consecutive weeks, not to extend beyond a member's term of office.

### **APPLICATION:**

In accordance with Section 270 of the Municipal Act, 2001, this policy applies to the Mayor and all members of City Council where such written notice is provided to the City Clerk indicating expected start and end dates of the leave.

### **POLICY MANAGEMENT AND REQUIREMENTS:**

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

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1. An elected member shall not be required to obtain Council approval to take pregnancy and parental leave.
2. An elected member shall not have his/her elected office declared vacant as a result of such leave.
3. An elected member shall continue to receive all Council communication while on leave.
4. An elected member shall continue to reserve the right to participate as an active member of Council at any time during such leave.
5. An elected member shall continue to receive all remuneration and benefits afforded to Council members.

If a member of Council wishes to seek a leave in excess of twenty (20) consecutive weeks, the member shall request such extension in writing to the Clerk as soon as the need for an extended leave is known. The Clerk shall prepare a report for Council's consideration of extended leave.

As the elected head of City Council, the Mayor may make temporary appointments to any committees, boards etc. that are vacated as a result of such leave. At any time, the elected official on leave may advise the Clerk of changes to his/her return date, through reasonable written notice, and their intention to resume any and all statutory roles including work on committees.

### **LEGISLATIVE AND ADMINISTRATIVE AUTHORITY:**

Section 270 of the Municipal Act, 2001, as revised by Bill 68, requires City Council to adopt and maintain a policy with respect to the pregnancy and parental leave for members of City Council.

Unlike municipal employees who are entitled to pregnancy and/or parental leave in accordance with the Ontario Employment Standards Act, members of Council are not considered employees and are not eligible for employment insurance.

### **COMPLIANCE:**

Members of Council and staff are responsible for adhering to this policy. The Integrity Commissioner may investigate complaints related to this policy. Changes or amendments to this policy may be required from time to time in accordance with the legislation.