

DRAFT Pregnancy and Parental Leave Policy for Members of Council

Approved By: **Council**

Approved On: **Date this version of the policy was approved**

Last Reviewed: **Last time policy was reviewed and determined to be up-to-date**

Policy Statement:

York Region is committed to providing a clear and transparent process for Members of Council on pregnancy and parental leave as permitted by the *Municipal Act, 2001*.

Application:

Pursuant to Sections 259 (1.1) and 270 of the *Municipal Act, 2001*, this Policy applies to a Member of Regional Council who is absent from meetings of Council for at least three consecutive months as a result of the Member's pregnancy, the birth of the Member's child or the adoption of a child by the Member.

Purpose:

This policy provides guidance on how York Region addresses a Member's absence from their statutory role as an elected representative in a manner that respects entitlement to pregnancy or parental leave.

Pregnancy and Parental Leave Policy for Members of Council

Definitions:

Pregnancy and Parental Leave

Means the period of time, as defined by Section 259(1.1) of the Act, a Member of Council will not attend meetings of Council or any other Regional committee to which the Member has been appointed as a result of the Member's pregnancy, the birth of the Member's child or the adoption of a child by the Member.

Description:

Regional Council supports a Member of Council's right to pregnancy and/or parental leave and recognizes:

1. The office of a Member of Regional Council shall not become vacant if a Member is absent for 20 consecutive weeks or less if the absence is a result of a Member's pregnancy and/or parental leave.
2. Regional Council approval is required for any leave in excess of 20 consecutive weeks. Consideration should be given that this does not exceed the entitlement provided for by the *Employment Standards Act*.
3. A Member will continue to receive communication from the Region as if the Member were not on leave.
4. A Member reserves the right to participate on Regional Council or a Regional committee while on leave.
5. Pregnancy and/or parental leave must be taken in accordance with the timelines set out in the *Employment Standards Act*.
6. If a Member ends their leave early, nothing precludes them from providing written notice to start a new leave period. This is subject to the initial leave not exceeding three months and the commencement date falling within the timelines set out in the *Employment Standards Act*.

Responsibilities:

Where a Member of Regional Council will be absent due to a pregnancy and/or parental leave, the Member shall provide written notice to the Regional Clerk indicating expected start and end dates. Further written notice shall be provided to the Regional Clerk of any changes to the return date.

Pregnancy and Parental Leave Policy for Members of Council

The Regional Clerk will provide the Regional Chair with a copy of any written notice. If the Regional Chair is taking leave, a copy of the notice shall be provided to the Member identified in the Acting Chair Bylaw.

If a Member wishes to seek a leave in excess of 20 consecutive weeks, the Member shall submit written notice to the Regional Clerk as soon as the need for an extended leave is known.

The Regional Clerk, or designate, shall prepare a report for Council's consideration of all requests for extended leave.

The Regional Chair may make temporary appointments to any committees, boards, task forces, etc. as needed to fill the member's role on that body.

Compliance:

In cases of a suspected violation, the Integrity Commissioner may investigate and determine appropriate action.

Reference:

Legislative and other authorities

- [Municipal Act, 2001](#)
- [Employment Standards Act](#)

Contact:

Regional Clerk, Corporate Services Department, ext. 71320

Approval Information:

Council Approval Date: <input type="text"/>	Committee Name: <input type="text"/>
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