



**Policy #77**

**Policy Title: Pregnancy and Parental Leave for Members of Council Policy**  
**Approved by Council on: February 6, 2019**

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**Policy Statement:**

The Corporation of the Township of Southgate 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 and the Procedure By-law.

**Scope:**

Application in accordance with Section 259(1.1) of the Municipal Act, 2001, this policy applies to all Members of Council.

**Purpose:**

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

**Policy Principles:**

The Township of Southgate Council 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 his or her constituents.
2. A Member's pregnancy leave and/or parental leave does not require Council approval and his or her office cannot be declared vacant as a result of the leave.
3. A Member of Council on pregnancy leave and/or parental leave shall reserve the right to exercise his or her delegated authority at any time during their leave.
4. A Member of Council on pregnancy leave and/or parental leave shall continue to be paid their respective stipend.

Where a Member of Council will be absent due to a pregnancy leave and/or parental leave, Council may choose a designate or temporary assignment of the Member's committee membership(s).

Notwithstanding, at any point in time during a Member's pregnancy leave or parental leave, the Member reserves the right to exercise his/her delegated authority on Council or Committees. The Member shall provide written notice to the Clerk of their intent to lift any of the Council-approved, temporary appointments and exercise their statutory role or delegated authority.

**Responsibilities**

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

**Monitoring/Contraventions**

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

**Legislative and Administrative Authorities**

Section 270 of the Municipal Act, 2001, as revised by Bill 68, requires that the Township of Southgate adopt and maintain a policy with respect to the pregnancy and parental leaves of Members of Council.