



Staff Report

Report To: Dan Best, Chief Administrative Officer
From: Megan Goss, Human Resources and Strategic Initiatives Officer
Date: February 4 2019
Report: HR 01.19
Subject: Pregnancy and Parental Leave for Members of Council

Recommendations:

That South Huron Council receive the report of Megan Goss, Human Resources & Strategic Initiatives Officer regarding Pregnancy and Parental Leave for Members of Council; and

That Council approve the Pregnancy and Parental Leave for Members of Council Policy.

Purpose:

Approval

Background and Analysis:

Bill 68 received Royal Assent on May 30, 2017 which amended the Municipal Act, 2001, the City of Toronto Act, 2006 and the Municipal Conflict of Interest Act. Bill 68 included an amendment regarding pregnancy and parental Leave. Section 259 of the Municipal Act states that the office of a member of Council will become vacant if that member of Council "is absent from the meetings of council for three successive months without being authorized to do so by a resolution of council". Prior to Bill 68, a Member

was required to obtain a resolution of Council for an extended leave of absence due to pregnancy, the birth of a child or adoption of a child. Bill 68 provided an exemption to the above noted provision "(1.1) Clause (1) (c) does not apply to vacate the office of a member of council of a municipality who is absent for 20 consecutive weeks or less if the absence is a result of the member's pregnancy, the birth of the member's child or the adoption of a child by the member".

Subsection 270 (1) requires municipalities to adopt and maintain policies with respect to pregnancy and parental leave for members of Council. This amendment will become effective on March 1, 2019.

Operational Considerations:

The policy meets the requirements of the Municipal Act. Under the policy, the offices of council members could not be deemed vacant due to a pregnancy or parental leave for 20 consecutive weeks.

South Huron's Strategic Plan:

Section 6.2.1 of the Municipality of South Huron 2015- 2019 Strategic Plan identifies key priorities and strategic directions. The following elements are impacted by the proposed legislative changes outlined in this report:

- ✓ Transparent, Accountable, and Collaborative Governance
- ✓ Administrative Efficiency and Fiscal Responsibility
- ✓ Increased Communications and Municipal Leadership

Financial Impact:

There are no financial impacts as a result of the recommendations within this report.

Legal Impact:

There are no legal impacts as a result of the recommendations within this report.

Staffing Impact:

There are no staffing impacts as a result of the recommendations within this report.

Policies/Legislation:

[Municipal Act, 2001](#)

Consultation:

Rebekah Msuya-Collison, Director of Legislative Services/Clerk

Related Documents:

None

Respectfully submitted,

Megan Goss, Human Resources and Strategic Initiatives Officer