

## Schedule “A” to By-Law 20-2019



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<b>Policy Name:</b>	<b>Pregnancy and Parental Leave for Members of Council</b>
<b>Policy Number:</b>	<b>H00-Human Resources-01-2019</b>
<b>Section:</b>	<b>Human Resources</b>
<b>Effective Date:</b>	<b>01/03/2019</b>
<b>By-law or Resolution:</b>	<b>20-2019</b>
<b>Supersedes:</b>	<b>None</b>
<b>Last Revision:</b>	<b>N/A</b>
<b>Schedule for Review:</b>	<b>01/03/2022</b>

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### Policy Statement:

The Municipality of South Huron recognizes a Member of Council’s right to take leave for the Members’ pregnancy, the birth of the Member’s child or the adoption of a child by the Member in accordance with the Municipal Act, 2001.

### Purpose:

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

### Application:

In accordance with Section 270 of the Municipal Act, 2001, this policy applies to Members of Council.

### Definitions:

**Pregnancy and/or Parental Leave:** an absence of 20 consecutive weeks or less as a result of a 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.

### Procedures:

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 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 Pregnancy and/or Parental Leave.
3. The Member is entitled to continue to receive communication from the Municipality (Council packages, email, meeting invitations), as if the Member were not on Leave, in accordance with the wishes of the Member.
4. A Member of Council on Pregnancy and/or Parental Leave reserves the right to participate as a Member at any time during their leave.

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Where a Member of Council will be absent due to a Pregnancy and/or Parental Leave the Member shall provide written notice to the Clerk outlining the expected duration of leave including a potential start date and return date.

It is understood that under emergent circumstances, a Member may not be able to submit the appropriate notice before the Leave commences. Each Member shall nonetheless endeavour to provide the appropriate notice in advance of any Leave or as soon as possible after commencing the Pregnancy and/or Parental Leave.

Council shall make temporary appointments to fill any vacancies of the Member to Committees, Boards, Task Force, Project Teams or other meetings or activities of the Member.

Notwithstanding, at any point in time during a Member's Pregnancy and/or Parental Leave, the Member can provide written notice to the Clerk of their intent to lift any of the Council approved, temporary appointments. The Member shall inform the Clerk, with proper notice, on any changes regarding their return date.

### Review Cycle:

This policy will be reviewed in each term of Council or as required due to legislative changes.

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George Finch  
Mayor

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Dan Best,  
Chief Administrative Officer