	Report Title	Pregnancy & Parental Leave for Council
	Report No.	CLK 19-04
	Author	Donna Wilson, Town Clerk
	Meeting Type	Council Meeting
	Council Date	February 11, 2019
	Attachments	Pregnancy & Parental Leave for Members of Council Policy

RECOMMENDATION

THAT Council receives Report CLK 19-04 Pregnancy & Parental Leave for Council;

AND THAT Council chose Option 1 for remuneration of Council Members while on leave;

AND THAT a By-Law to authorize the policy be brought forward for Council consideration at the February 28, 2019 Council meeting.

BACKGROUND

Bill 68, the Modernizing Ontario's Municipal Legislation Act, 2017, received Royal Assent on May 30, 2017. The Bill made a number of amendments to the Municipal Act, 2001 including a requirement for municipalities to adopt and maintain policies regarding "pregnancy leaves and parental leaves of Members of Council". This requirement comes into effect on March 1, 2019.

DISCUSSION

The purpose of this policy is to establish guidelines on how the Town of Tillsonburg manages a Council Member's pregnancy or parental leave in a manner that respects a Member's statutory role as an elected official. This policy applies to the Mayor, Deputy Mayor and any Councillor duly elected to serve office in the Town of Tillsonburg.

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

Council Members are permitted 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 the Municipal Act, 2001. A Council Member has the right to return to their regular duties prior to 20 consecutive weeks of an absence if they desire.

Pregnancy and/or parental leave does not require Council approval and their office cannot be declared vacant during their leave. The member must provide written notice of their leave to the Town Clerk and during such leave they shall be counted as part of quorum. Members shall continue to receive regular benefits and insurance premiums will be paid during the leave, however remuneration will cease until the Member returns to their regular schedule of attending meetings.

Members may return to their duties at any time upon written notice to the Town Clerk of their intent to do so. While on leave another member shall be appointed on a temporary basis to fulfil the member's role on Boards and Committees to which they have been appointed.

The Mayor's role would be fulfilled by the Deputy Mayor and if the Deputy Mayor should be on leave then Council shall appoint another Council Member to fulfil the role of Deputy Mayor during that period.

CONSULTATION/COMMUNICATION

A review of a number of municipalities was done to provide some conformity for the practice, particularly within Oxford County, however many municipalities have not yet adopted their policy.

To date Ingersoll and Zorra are considering that the member continue to be paid at their normal rate, with the choice to opt out if it will affect their Employment Insurance (from another employer). Norwich is considering offering a compensation rate comparable to the amount received from Employment Insurance at 55% of their current wage.

Other larger municipalities such as Ottawa and Milton have removed the remuneration during the period of leave.

Consideration is given to the following three options for the remuneration of Council for Pregnancy or Parental Leave:

Option 1 :

Council members on Pregnancy & Parental leave shall receive full remuneration during their leave.

Option 2:

Remuneration for Council members shall be suspended while on Pregnancy & Parental Leave

Option 3:

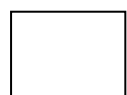
The municipality shall pay 55% of the approved amount of remuneration to the Council Member while on leave.

FINANCIAL IMPACT/FUNDING SOURCE

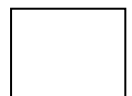
Not known at this time.

COMMUNITY STRATEGIC PLAN (CSP) IMPACT

Section 1 – Excellence in Local Government – informing citizens of Municipal Policies.



CAO



Report Approval Details

Document Title:	CLK 19-04 Pregnancy and Parental Leave Policy.docx
Attachments:	- 2-011 Parental and Pegnancy Leave Policy.docx
Final Approval Date:	Feb 1, 2019

This report and all of its attachments were approved and signed as outlined below:



David Calder - Feb 1, 2019 - 8:10 AM

