

Purpose

The purpose of this policy is to provide guidance on how the Municipality of Chatham-Kent (Municipality) addresses a Member of Council's (Council Member) pregnancy or parental leave in a manner that respects a Council Member's statutory role as an elected representative and in accordance with the *Municipal Act, 2001*.

Scope

In accordance with Section 270 (1) 8 of the *Municipal Act, 2001*, this policy applies to all Members of Council.

Definition

Note: From this point forward, this definition will be capitalized throughout this policy.

Pregnancy and/or Parental Leave

Pregnancy and/or Parental leave is an absence of twenty (20) consecutive weeks or less because of a Council Member's pregnancy, the birth of a Council Member's child or the adoption of a child by the Council Member in accordance with the Section 259 (1.1) of the *Municipal Act, 2001*.

Procedures

Municipal Council supports a Council Member's right to Pregnancy and/or Parental Leave in keeping with the following principles:

1. A Council Member is elected to represent the interests of his/her constituents.
2. A Council Member's Pregnancy and/or Parental Leave does not require Council approval and his/her office cannot be declared vacant because of the leave.
3. Legislative and administrative matters requiring action during a Council Member's Pregnancy and/or Parental Leave should be addressed in a manner that is consistent with the Council Member's wishes.
4. A Council Member on Pregnancy and/or Parental Leave shall reserve the right to exercise his/her delegated authority at any time during their leave.

Notwithstanding, at any point in time during a Council Member's Pregnancy and/or Parental Leave, the Council Member reserves the right to exercise his/her delegated authority on matters affecting their Ward. The Council Member shall provide written notice to the Director, Municipal Governance/Municipal Clerk of their intent to lift any of the Council-approved, temporary delegations and exercise their full statutory role or delegated authority.

Responsibility

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

Monitoring/Contraventions

The Director, Municipal Governance/Municipal Clerk 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 the Municipality to adopt and maintain a policy with respect to the Pregnancy and/or Parental Leaves of Members of Council.

AODA Employment Standards Regulation

Commitment statement:

In accordance with the Ontario Human Rights Code and *Accessibility of Ontarians with Disabilities Act* (AODA), the Municipality of Chatham-Kent (Municipality) is an equal opportunity employer committed to providing:

- a diverse workplace
- fair and accessible employment practices
- individualized accommodations to support employees with disabilities
- an inclusive and accessible environment for all persons

The Municipality values the unique abilities each employee brings to the workplace and is committed to providing an environment that attracts and retains talented individuals. We strive to deliver a seamless, consistent, and rewarding employment experience.

Related Policies

- a) Procedure By-law Number 109-2018
- b) Code of Conduct for Members of Council

Enquiries

Enquiries related to this policy should be directed to the Director, Municipal Governance/Municipal Clerk, or designate at 226.312.2023 ext. 3200.