



**Regional Municipality of Durham**  
Corporate Services  
Council Policy Manual

<b>Title: Pregnancy and Parental Leaves for Members of Council</b>	
<b>Policy #: CS-PPL-1</b>	
<b>Approved by Regional Council</b>	<b>Page #: 1 (of 2)</b>
<b>Issued: March 1, 2019</b>	<b>Revised:</b>
<b>Responsibility: Corporate Services – Legislative Services</b>	<b>Section: CS</b>

## **1. Policy**

1.01 The Regional Municipality of Durham 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 as required by and in accordance with section 270 of the *Municipal Act, 2001*.

## **2. Purpose**

2.01 The purpose of this policy is to provide guidance on how The Regional Municipality of Durham addresses a member's pregnancy or parental leave pursuant to section 270 of the *Municipal Act, 2001*.

## **3. Definitions**

3.01 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*.

## **4. Legislative and Administrative Authority**

4.01 The *Municipal Act, 2001* requires Council to adopt and maintain a policy with respect to pregnancy leaves and parental leaves of members of council.

## **5. Policy Requirements**

5.01 Regional Council supports a member of Council's right to pregnancy and/or parental leave in keeping with the following principles:

- i) A member is elected to represent his or her constituents.
- ii) A member's pregnancy and/or parental leave does not require Council approval and his or her office cannot be declared vacant as a result of the leave.
- iii) A member will continue to receive communication from the Region as if the member were not on leave.
- iv) A member shall continue to receive all remuneration, reimbursements and benefits that all members of Regional Council are afforded.

## **6. Procedures**

6.01 Where a member of Council will be absent due to a pregnancy and/or parental leave, the member shall provide, preferably in advance of the leave, written notice to the Regional Clerk indicating expected start and end dates.

i) The member shall inform same of any changes regarding end date.

6.02 A local Council may appoint a temporary alternate member to Regional Council to act in the place of the member on leave until the member resumes acting as a member of both Councils in accordance with Section 267(1) of the *Municipal Act, 2001*.

## **7. Roles and Responsibilities**

7.01 Members of Council and officers and employees of the Region are required to adhere to this policy.

7.02 The Regional Clerk or designate is delegated the authority to make administrative changes to this policy that may be required from time to time due to legislative changes or for amendments that do not change the intent of the policy.

## **8. Application**

8.01 In accordance with Section 270 of the *Municipal Act, 2001*, this policy applies to members of Council and shall only apply during the time that the member is in office.

## **9. Inquiries**

9.01 For additional information regarding this policy please contact the Regional Clerk/Director of Legislative Services.