

<b>Title:</b>	<b>Pregnancy and Parental Leaves for Members of Council Policy</b>
<b>Number:</b>	GOV-19-01
<b>Approved By:</b>	City Council
<b>Administered By:</b>	Legislative Services
<b>Effective Date:</b>	March 18, 2019

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**Policy Statement**

The City of Oshawa 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.

**Purpose**

The purpose of this policy is to provide guidance on how The City of Oshawa addresses a member's pregnancy or parental leave pursuant to section 270 of the Municipal Act.

**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.

**Legislative and Administrative Authority**

The Municipal Act requires Council to adopt and maintain a policy with respect to pregnancy leaves and parental leaves of Members of Council.

**Policy Requirements**

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

- a) A Member is elected to represent his or her constituents.
- b) 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.
- c) A Member will continue to receive all communications entitled to them as a Member of Council from the City as if the Member were not on leave.
- d) A Member shall continue to receive all remuneration, reimbursements and benefits that all Members of Council are afforded.

## **Procedures**

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 City Clerk indicating expected start and end dates. The Member shall inform same of any changes regarding end date.

## **Roles and Responsibilities**

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

## **Application**

In accordance with Section 270 of the Municipal Act, this policy applies to Members of Council and shall only apply during the time that the Member is in office.

## **Inquiries**

For additional information regarding this policy please contact the City Clerk.

## **Council Approval**

<b>Authority</b>	<b>Date</b>	<b>Signature</b>
Council	March 18, 2019	