



**THE CORPORATION OF THE TOWNSHIP OF CHAPPLE**  
**BY-LAW NUMBER 1698**

BEING A By-Law to adopt a policy for Pregnancy and/or Parental Leave for members of Council for the Corporation of the Township of Chapple.

WHEREAS Bill 68, Modernizing Ontario's Municipal Legislation Act requires that a municipality shall adopt and maintain a policy with respect of pregnancy and/or parental leave for members of Council;

AND WHEREAS this policy is required by March 1, 2019.

NOW THEREFORE THE COUNCIL OF THE CORPORATION OF THE TOWNSHIP OF CHAPPLE ENACTS AS FOLLOWS:

That the Township of Chapple adopt a pregnancy and/or parental leave policy for Council and School Boards to increase fairness and reduce barriers for women and parents elected to municipal governments and school boards by allowing time off for pregnancy and/or parental leave. See attached Schedule A.

Read a First, Second and Third Time and

FINALLY PASSED this 12th day of February, 2019.

*Reese Race*

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Reeve

*Peggy Johnson*

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CAO/ Clerk Treasurer

## SCHEDULE A

### **Policy Statement**

The Township of Chapple recognizes a Member of Council's right to take leave for the Members' pregnancy, the birth of the Members' 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 Township of Chapple addresses a Members' pregnancy and/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**

Township 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 interest 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 Township (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.
5. A Member of Council on Pregnancy and/or Parental Leave shall continue to be paid and continue to have expenses paid in accordance with any Council expense policy.

Where a Member of Council will be absent due to Pregnancy and/or Parental Leave the Member shall provide written notice to the Township CAO/Clerk Treasurer 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 endeavor to provide the appropriate notice in advance of any Leave or as soon as possible after commencing the Pregnancy and/or Parental Leave. The Township CAO/Clerk Treasurer will provide the Reeve/Designate with a copy of any written notice.

Council shall make temporary appointments to fill any vacancies of the Member to Committees, Boards 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 Township CAO/Clerk Treasurer of their intent to lift any of the Council-approved, temporary appointments. The Member shall inform the Township CAO/Clerk Treasurer, with proper notice, on any changes regarding their return date.

### **Exclusions**

This policy does not apply to Township Staff, or Members of Local Boards/Committees.

### **References**

- <https://www.ontario.ca/laws/statute/01m25> Section 270 of the Municipal Act, 2001, as revised by Bill 68, requires that the Township adopt and maintain a policy with respect to the pregnancy and/or parental leave of Members of Council.

### **Consequences of Non-Compliance**

The Township CAO/Clerk Treasurer shall be responsible for monitoring the application of this policy.

### **Review Cycle**

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