



# THE CORPORATION OF THE MUNICIPALITY OF KINCARDINE REPORT

**Subject:** Pregnancy & Parental Leave for Council Members Update

**Director:** Chief Administrative Officer

**Manager:** Manager.

**Report Number:** CAO General-2023-18

**Meeting Date:** Wednesday, July 5, 2023

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## **Recommendation:**

THAT resolution #02/20/19-12 being a motion to adopt Policy No. GG.6.13 be repealed; and further

THAT Council approve and adopt by by-law the updated Pregnancy & Parental Leave for Council Members Policy, as presented.

**Date to be considered by Council:** Wednesday, July 5, 2023

## **Report Summary:**

Section 270 of the Municipal Act, 2001 (the “Act”) requires that all municipalities adopt and maintain a number of specific policies which provide a basis for decision-making to support clear and consistent implementation processes. Section 270(1)(8) of the Municipal Act, 2001, S.O. 2001, c.25 requires the Municipality of Kincardine to adopt and maintain a policy setting out pregnancy leaves and parental leaves of members of Council. The draft policy for Council’s consideration is substantially the same as the existing policy, with the most significant update being the new template.

**Origin:** Staff initiated policy review project.

**Existing Policy:** GG.6.13 – Pregnancy or Parental Leave for Members of Council

## **Background/Analysis:**

To ensure that the Municipality of Kincardine's policies are up-to-date and relevant, Staff have provided an updated policy and it is attached for Council's consideration and approval. The drafted policy is based on policies created by comparator municipalities and on best practices.

Outline of Key Points of Policy:

- This policy only applies to Members of Council, as the Employment Standards Act provisions for pregnancy leave do not apply to elected officials;
- Pregnancy or Parental Leave shall mean an absence of office for twenty (20) consecutive weeks or less, this length of time is common in such policies in an effort to balance public expectation for their elected member to represent them at the council table during the term for which they have been elected, while also supporting members who are dealing with the demands of being a new parent;
- The Member of Council shall provide sufficient notice to the Clerk which outlines the intended start date and expected return date of the leave;
- While on leave, the Council member reserves the right to participate as an active member of Council at any time during their leave this shall include exercising their statutory role at any time; and
- Members on leave shall continue to have access to all equipment supplied to a regular Member whom is not on leave.

**Integrated Strategy 2020 – 2025:**

REG#4: Improve organization efficiency and be more innovative.

**Financial Implications:**

There are no direct financial implications associated with the report or draft policy.

**Attachments:**

1. COUNCIL.03 – Pregnancy & Parental Leave for Council Members  
Policy\_DRAFT

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