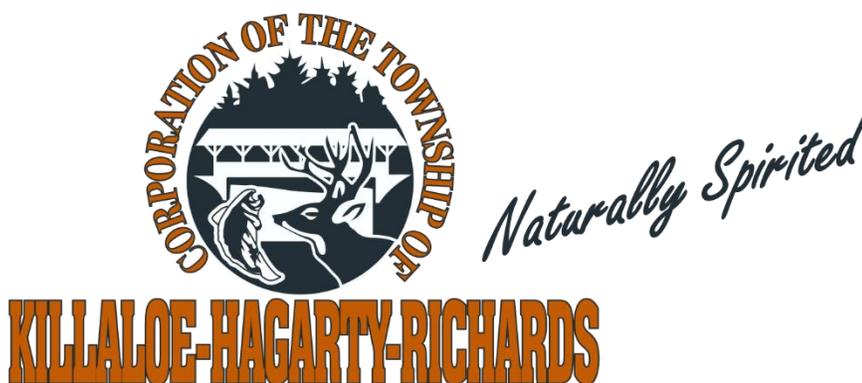


"Schedule A"



**Township of Killaloe, Hagarty and Richards
Policy for Pregnancy Leave and Parental Leave for Members of Council**

1. PURPOSE

Bill 68, *Modernizing Ontario's Municipal Legislation Act, 2017* has amended the *Municipal Act*, Section 270, which provides that municipalities shall adopt and maintain a policy with respect to Pregnancy Leave and Parental Leave for Members of Council, by March 1, 2019. The Act allows an absence of up to 20 weeks for pregnancy and parental leave and that is what this policy proposes. The policy was drafted to ensure as much flexibility as possible for members of Council, recognizing their unique representative role.

This policy provides guidance on how the Township of Killaloe, Hagarty and Richards addresses a member's pregnancy or parental leave in a manner that respects a member's statutory role as an elected representative.

2. POLICY STATEMENT

The Township of Killaloe, Hagarty and Richards 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*. A member reserves the right to participate as an active Member of Council at any time during his or her leave. A member shall continue to receive remuneration, reimbursements and benefits afforded to all Members of Council, as Council members do not pay EI premiums and are therefore not eligible to collect those benefits.

3. DEFINITIONS

Pregnancy and/or Parental Leave means 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. APPLICATION

In accordance with Section 270 of the *Municipal Act, 2001*, this policy applies to members of Council. Council supports a member of Council's right to pregnancy and/or parental leave in keeping with the following principles:

1. A member is elected to represent his or her constituents.
2. 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.
3. A member will continue to receive communication from the Township as if the member were not on leave.
4. A member reserves the right to participate as an active member of Council at any time during his or her leave.

5. REMUNERATION

A member shall continue to receive all remuneration, i.e. honorarium, reimbursements and benefits afforded to all members of Council.

5.2 Where a member of Council will be absent due to a pregnancy and/or parental leave, the member shall provide written notice to the Township Clerk indicating expected start and end dates

5.3 The Mayor may make temporary appointments to any committees or boards, etc. that are constituted by the Township of Killaloe, Hagarty and Richards where the member is the only member of Council on that body.

5.4 Notwithstanding, at any point in time during a member's pregnancy or parental leave, the member may provide written notice to the Township Clerk of their intent to lift any of the temporary appointments to exercise their statutory role. The member shall provide written notice to the Township Clerk of any changes to their return date.

6. RESPONSIBILITIES

6.1 Members of Council and Township staff are responsible for adhering to the parameters of this policy.

7. COMPLIANCE

7.1 The Integrity Commissioner may investigate complaints against members related to this policy.

8. POLICY MANAGEMENT

8.1 Staff are authorized and directed to take the necessary action to give effect to this policy.

8.2 The Township 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 if, in their opinion the amendments do not change the intent of the policy.