



City of  
**Peterborough**

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<b>To:</b>	<b>Members of the General Committee</b>
<b>From:</b>	<b>Richard Freymond Commissioner of Corporate and Legislative Services</b>
<b>Meeting Date:</b>	<b>April 1, 2019</b>
<b>Subject:</b>	<b>Report CLSHR19-001 Pregnancy and Parental Leave Policy for Members of Council</b>

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## **Purpose**

A report to seek approval for a policy for pregnancy and parental leave for Council members.

## **Recommendation**

That Council approve the recommendation outlined in Report CLSHR19-001, dated April 1, 2019 of the Commissioner of Corporate and Legislative Services as follows:

That Council approve the Pregnancy and Parental Leave Policy attached as Appendix A to this report.

## **Budget and Financial Implications**

There are no direct budget or financial implications as a result of the recommendation at the present time.

## **Background**

Section 270 of the **Municipal Act, 2001 (Act)**, as revised by Bill 68, **Modernizing Ontario's Municipal Legislation Act, 2017**, requires municipalities to adopt and maintain a policy with respect to the pregnancy and parental leave of members of Council.

Prior to Bill 68, a member of Council was required to obtain a resolution of Council for an extended leave of absence due to pregnancy, the birth of a child or adoption of a child.

Bill 68 provides an exemption to the above noted provision such that no resolution of Council is required to grant an extended leave of absence for a member if the absence is related to pregnancy or parental leave for twenty consecutive weeks or less.

Section 259 of the **Act**, entitled "Vacancies", now includes the following exception when a Council member's seat becomes vacant for more than three successive months:

"(1.1) Clause (1) (c) does not apply to vacate the office of a member of council of a municipality who is absent for 20 consecutive weeks or less if the absence is a result of the member's pregnancy, the birth of the member's child or the adoption of a child by the member".

Unlike municipal employees who are entitled to maternity/pregnancy and/or parental leave, the **Employment Standards Act, 2000**, members of Council are not employees and are not eligible for employment insurance.

This policy, attached as Appendix A, which meets the requirements of the Act, provides guidance on how the City of Peterborough addresses a member of Council's pregnancy or parental leave in a manner that respects a member's statutory role as an elected representative.

Submitted by,

Richard Freymond  
Commissioner of Corporate and Legislative Services

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Attachment:

Appendix A: Pregnancy and Parental Leave Policy for Members of Council