

CITY OF  
**Burlington**  
**Corporate Policy**

**Council, Boards, Committees**

**Pregnancy and Parental Leave for Members of Council Policy**

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Approved by Council on: February, 25, 2019

Report Number: CL-03-19

Effective: February 25, 2019

Reviewed on: February 25, 2019

Amended: n/a

Next Review: October, 2022

Note:

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**Policy Statement:**

The City of Burlington 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*.

**Objective:**

This policy provides guidance on how the City of Burlington addresses a member's pregnancy or parental leave in a manner that respects a member's statutory role as an elected representative

**Definitions:**

For the purpose of this policy, unless otherwise stated, the following definitions shall apply:

<b>Term</b>	<b>Definition</b>
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

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Term	Definition
	in accordance with Section 259(1.1) of the <i>Municipal Act, 2001</i>

## Principles:

The City of Burlington 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 City 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. A member shall continue to receive all remuneration, reimbursements and benefits afforded to all members of Council;

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

Council may make temporary appointments to any committees, boards, task forces, etc. that are constituted by the City of Burlington and where the member is the only member of Council on that body.

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

## References:

Section 270 of the *Municipal Act, 2001*, as revised by Bill 68, requires that the municipality adopt and maintain a policy with respect to the pregnancy and/or parental leaves of Members of Council.

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## Roles:

### **Accountable:**

The City Clerk is delegated the authority to make administrative changes to this policy.

### **Responsible:**

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

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

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