

REPORT

REPORT TO: Mayor Bonnette and Members of Council

REPORT FROM: Renée Brown, Deputy Clerk – Legislation & Elections

DATE: January 7, 2019

REPORT NO.: ADMIN-2019-0001

RE: Pregnancy and Parental Leave for Members of Council Policy

RECOMMENDATION:

THAT Report No. ADMIN-2019-0001 dated January 7, 2019 regarding Pregnancy and Parental Leave for Members of Council Policy be received;

AND FURTHER THAT Council adopt the Pregnancy and Parental Leave for Members of Council Policy attached as Appendix A to this report.

BACKGROUND:

Section 270 of the Municipal Act, 2001, as revised by Bill 68, requires that the Town adopt and maintain a policy with respect to the pregnancy and parental leaves of Members of Council. This requirement will be proclaimed in force on March 1, 2019.

The Act allows an absence of up to 20 weeks for pregnancy and parental leave, the attached policy (Appendix A) is in accordance with the 20 week proposed absence.

COMMENTS:

The Town of Halton Hills recognizes a member of Council's right to take leave for the Members' pregnancy, the birth of the Member's child or adoption of a child by the Member in accordance with the Municipal Act.

The attached policy sets out the definition of pregnancy or parental leave, the application of the policy and the policy requirements taking into account the statutory role of an elected representative.

The proposed policy recommends that the Council member's pay be continued as Council members do not pay EI premiums and are therefore not eligible to collect these benefits.

RELATIONSHIP TO STRATEGIC PLAN:

This report is in keeping with Town's Strategic Goal;

To provide strong leadership in the effective and efficient delivery of municipal services;

Through the Strategic Objective;

To ensure the accountability and transparency of the Town's operations, and that appropriate management policies, practices and procedures are in place.

FINANCIAL IMPACT:

There are no direct financial implications related to this report.

CONSULTATION:

The Town Clerk and the Manager of Human Resources have been consulted regarding the preparation of a the policy regarding Pregnancy and Parental Leave for Members of Council

PUBLIC ENGAGEMENT:

This Pregnancy and Parental Leave for Members of Council Policy is a requirement under the Municipal Act and is administrative in nature and therefore did not require public engagement.

SUSTAINABILITY IMPLICATIONS:

The Town is committed to implementing our Community Sustainability Strategy, Imagine Halton Hills. Doing so will lead to a higher quality of life.

The recommendation outlined in this report is not directly applicable to the Strategy's implementation.

COMMUNICATIONS:

This policy will be provided to all Council Members, Human Resources and posted on the Town's internal internet the HUB.

CONCLUSION:

The Town of Halton Hills recognizes a member of Council's right to take leave for the Members' pregnancy, the birth of the Member's child or adoption of a child by the Member in accordance with the Municipal Act.

Reviewed and Approved by,

A handwritten signature in black ink, appearing to read "Suzanne Jones". The signature is fluid and cursive, with the first name "Suzanne" written in a larger, more prominent script than the last name "Jones".

Suzanne Jones, Clerk & Director of Legislative Services

A handwritten signature in black ink, appearing to read "Brent Marshall". The signature is fluid and cursive, with the first name "Brent" written in a larger, more prominent script than the last name "Marshall".

Brent Marshall, Chief Administrative Officer