
HALDIMAND COUNTY

Report HRD-02-2019 Pregnancy and Parental Leave for Members of Council For Consideration by Council in Committee on February 5, 2019



OBJECTIVE:

To adopt a policy with respect to pregnancy and parental leave for members of Council and meet the requirements under Bill 68.

RECOMMENDATIONS:

1. THAT Report HRD-02-2019 Pregnancy and Parental Leave for Members of Council be received;
2. AND THAT the Pregnancy and Parental Leave for Council Members policy, as presented as Attachment 1 to Report HRD-02-2019, be approved;
3. AND THAT Senior Management be authorized to make administrative changes to this policy, as required from time to time to meet legislative requirements.

Prepared by: Megan Jamieson, Director, Human Resources

Respectfully submitted: Cathy Case, General Manager of Corporate & Social Services

Approved: Donald G. Boyle, Chief Administrative Officer

EXECUTIVE SUMMARY:

As a result of Ontario's Bill 68, municipalities are required to have a policy regarding Pregnancy and Parental Leave for Members of Council. Accordingly, staff has drafted a proposed policy for Council's consideration, provided as Attachment 1. Failure to adopt such policy by March 1, 2019 will result in non-compliance of the Municipal Act.

BACKGROUND:

The Provincial Government is required to review the Municipal Act and the City of Toronto Act every five (5) years. This was completed in 2015, along with the Municipal Conflict of Interest Act, to address and incorporate broader themes of accountability and transparency. Resulting amendments to the Acts, based on this review and public consultation, were introduced through Bill 68. On May 30, 2017, the Province passed Bill 68 *Modernizing Ontario's Municipal Legislation Act, 2017*.

Among other things, Bill 68's amendment to the Municipal Act, requires municipalities to adopt a policy on pregnancy and parental leave for members of Council. The purpose of this amendment was noted as increasing fairness and reducing barriers by ensuring that members of Council are permitted to take a leave of absence for pregnancy or parental leave, without the fear of being removed from office.

ANALYSIS:

Since its inception in 2001, Haldimand County has not experienced a request from a member of Council for pregnancy or parental leave. Further, there is currently no policy in place that would provide for the receipt or application of such request. In recognition of the requirements under Bill 68, and to provide clear and transparent guidelines to staff for addressing potential future requests for such leave, a draft policy has been developed for Council consideration (Attachment 1).

FINANCIAL/LEGAL IMPLICATIONS:

There are currently no anticipated financial implications at this time. Should a current or future member of Council take a pregnancy or parental leave under the proposed policy, he or she would be entitled to the same remuneration and benefits afforded to by active members of Council. Accordingly, the associated cost would be within the budgeted salary and benefits for Council. However, if the member on leave was appointed to a board/committee to which additional remuneration is provided, and Council elects to make an additional appointment to that board/committee, an incremental cost may be experienced. Such cost would be highlighted to Council before making such an appointment.

Bill 68 requires that a policy regarding pregnancy and parental leave for Council members be adopted by no later than March 1, 2019. Failure to do so would put Haldimand County in non-compliance with section 270 of the *Municipal Act, 2001*.

STAKEHOLDER IMPACTS:

Not applicable.

REPORT IMPACTS:

Agreement: No

By-law: No

Budget Amendment: No

Policy: Yes

ATTACHMENTS:

1. Proposed Policy Re: Pregnancy and Parental Leave for Members of Council