

Report to Council

Report Title:	Council Pregnancy and Parental Leave Policy		
Prepared By:	Fiona Hamilton, Clerk		
Department:	Clerk's		
Date:	February 12, 2019		
Report Number:	CLK2019-01	File Number:	C11CL
Attachments:	Draft Council Pregnancy and Parental Leave Policy		

Recommendation:

That the Council of the Municipality of Brockton hereby approve Report Number CLK2019-01 - Council Pregnancy and Parental Leave Policy, prepared by Fiona Hamilton, Clerk and in doing so authorizes a By-Law to come forward adopting a Council Pregnancy and Parental Leave Policy.

Report:

Background:

Section 270(1) of the *Municipal Act, 2001*, was amended by the Modernizing Ontario's Municipal Legislation Act, 2017 to require municipalities to adopt and maintain a policy with respect to pregnancy and parental leaves of Members of Council. The Act requires that Council adopt this policy by March 1, 2019.

The amendments described above now permit a Member of Council's right to take a leave of absence for a Member's pregnancy, the birth of a Member's child, or the adoption of a child by the Member without vacating the Member's seat on Council.

Analysis:

The Municipality of Brockton staff have drafted a policy with respect to Council Pregnancy and Parental Leave as required by the legislation for Council's review. Once approved by Brockton Council, the policy will be adopted by By-Law.

Sustainability Checklist:

What aspect of the Brockton Sustainable Strategic Plan does the content/recommendations in this report help advance?

- Do the recommendations help move the Municipality closer to its Vision? N/A
- Do the recommendations contribute to achieving Cultural Vibrancy? N/A

- Do the recommendations contribute to achieving Economic Prosperity? N/A
- Do the recommendations contribute to Environmental Integrity? N/A
- Do the recommendations contribute to the Social Equity? N/A

Financial Impacts/Source of Funding:

- Do the recommendations represent a sound financial investment from a sustainability perspective?
N/A

The Council Member would continue to be paid his or her honorarium as in the normal course. The Council Member would continue to receive compensation due to the following reasons:

1. This practice of continuing payment appears to be adopted across most of the Province of Ontario and most of the County of Bruce.
2. The Council Members do not pay into Employment Insurance as Councillors, and may not otherwise have any access to benefits.
3. The Council Member could still choose (and, as elected officials, should be encouraged) to attend Council and committee meetings while on leave to the extent desired by the Member of Council such that receiving some compensation would be appropriate.

Reviewed By:



Trish Serratore, Chief Financial Officer

Respectfully Submitted by:



Fiona Hamilton, Clerk

Reviewed By:



Chief Administrative Officer