



**THE CORPORATION OF THE TOWNSHIP OF AUGUSTA
BY-LAW NUMBER 3392-2019**

**BEING A BY-LAW TO ADOPT A POLICY FOR
PREGNANCY AND PARENTAL LEAVE FOR MEMBERS OF COUNCIL.**

WHEREAS Section 270(1) of the Municipal Act, 2001 as amended requires municipalities to adopt and maintain a policy with respect to pregnancy leaves and parental leave of member of Council by March 1, 2019:

AND WHEREAS the Council of the Corporation of the Township of Augusta deems it advisable to adopt the aforementioned policy;

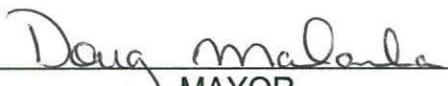
AND WHEREAS Section 5 of the Act provides that a municipality's power shall be exercised by by-law;

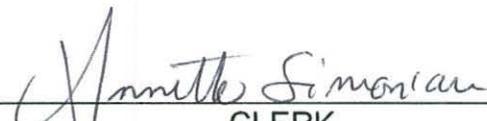
NOW THEREFORE the Council of the Corporation of the Township of Augusta enacts as follows:

1. That the Pregnancy and Parental Leave for Members of Council Policy, as described in Schedule "A" attached hereto and forming part of this by-law, is hereby adopted.
2. THAT this by-law shall come into force and effect on the date of passing.

READ a first and second time this 14 day of January, 2019.

READ a third time and passed this 14 day of January, 2019.


MAYOR


CLERK

 Township of Augusta			
POLICY:	Pregnancy and Parental Leave for Members of Council Policy	By-Law 3392-2019	Date issued: January, 2019
Pages 2		Review Date:	Revision Date:

POLICY STATEMENT

The Corporation of the Township of Augusta 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 in accordance with Municipal Act, 2001.

DEFINITION

Pregnancy/Parental Leave means maternity, paternity and adoption leave.

SCOPE

In accordance with Section 270 of the Municipal Act, 2001, this policy applies to member of Council.

PURPOSE

This policy provides guidance on how the Township of Augusta addresses a Member’s pregnancy or parental leave in a manner that respects a Member’s statutory role as an elected representative.

GUIDELINES

Council supports a Member of Council’s right to pregnancy and/or parental leave in keeping with the following principles:

- A Member of Council is elected to represent the interests of their constituents.
- A Member may take a leave for absence for pregnancy or parental leave for up to 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, in accordance with Section 259(1.1) of the Municipal Act, 2001.
- A Member’s pregnancy and/or parental leave does not require Council approval and their office cannot be declared vacant as a result of the leave.
- Legislative and administrative matters requiring action during a Member’s pregnancy and/or parental leave should be addressed in a manner that is consistent with the Member’s wishes.
- A Member of Council on pregnancy/parental leave shall reserve the right to attend any meetings as a Member and shall provide notice to the Clerk of their intention to attend
- A Member of Council on Pregnancy/parental leave shall continue to be paid their respective honorarium.

ADMINISTRATION

All complaints received related to this policy shall be in writing and addressed to the Clerk.