



**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.**

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**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

 <b>Township of Augusta</b>			
<b>POLICY:</b>	<b>Pregnancy and Parental Leave for Members of Council Policy</b>	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.