



# The Municipal Corporation of the Town of Fort Erie

## By-law No. 23-2019

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### Being a By-law to Adopt a Policy Regarding Pregnancy and Parental Leave for Members of Council

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**Whereas** Subsection 270(1) of the *Municipal Act, 2001*, as amended requires municipalities to adopt and maintain specific policies; and

**Whereas** effective March 1, 2019, the above-referenced subsection will be amended to include a policy regarding pregnancy leaves and parental leaves of Members of Council; and

**Whereas** Council-in-Committee, at its meeting held February 4, 2019, considered Administrative Report No. CAO-01-2019 and recommended that Council adopts a "Policy Regarding Pregnancy and Parental Leave for Members of Council";

**Now therefore** the Municipal Council of The Corporation of the Town of Fort Erie enacts as follows:

1. **That** the "Policy Regarding Pregnancy and Parental Leave for Members of Council" attached as Schedule "A" hereto and forming part of this by-law is approved and adopted effective March 1, 2019.
2. **That** the Clerk of the Town is authorized to effect any minor modifications, corrections, or omissions, solely of an administrative, numerical, grammatical, semantical or descriptive nature to this by-law or its schedules after the passage of this by-law.

**Read a first, second and third time and finally passed this 11th day of February, 2019.**

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Clerk

I, Carol Schofield, the Clerk, of The Corporation of the Town of Fort Erie certifies the foregoing to be a true copy of By-law No. 23-2019 of the said Town. Given under my hand and the seal of the said Corporation, this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

Schedule "A" to By-law No. 23-2019

Policy Regarding Pregnancy Leave and Parental Leave  
for Members of Council

**1. Definitions**

**"leave"** includes parental leave and pregnancy leave

**"Member of Council"** means the Mayor or a Councillor; **"Member"** has like meaning

**"parental leave"** is a period of up to twenty (20) consecutive weeks that follows the birth of the child or the coming of the child into the Member's custody, care and control for the first time

**"pregnancy leave"** is a period of up to twenty (20) consecutive weeks that begins no later than the earlier of;

- a) the Member's due date, and
- b) the day on which the Member gives birth

**2. Purpose**

This policy guides the administration of pregnancy and parental leaves of Members of Council.

**3. Policy**

It is the policy of The Corporation to recognize a Member of Council's right to take a leave of absence for the Member's pregnancy, the birth of a Member's child or the adoption of a child by the Member without fear of being removed from office.

**4. General Provisions**

- 4.1. A Member of Council who chooses to take pregnancy or parental leave will provide the Clerk with written notice, indicating the expected start and end dates of the leave. The Member will confirm the return date with two (2) weeks written notice to the Clerk.
- 4.2. A Member's leave does not require the approval of Council.
- 4.3. A Member's seat cannot be declared vacant as a result of taking pregnancy or parental leave.
- 4.4. A Member on leave will retain all Corporation materials and equipment and will retain access to Corporation digital services assets.
- 4.5. A Member on leave will continue to receive materials and communications from The Corporation as all other Members of Council.
- 4.6. The Member and the Clerk will establish a protocol for communications between the Member and constituents.
- 4.7. A Member on leave will continue to receive all remuneration, reimbursements and benefits afforded to all Members of Council.
- 4.8. The Council may make temporary appointments to local boards and committees to replace the Member during the Member's leave.