

**By-law 05-2023**

**Being a by-law to adopt a Pregnancy and Parental Leave Policy  
for the Council of the Village of South River.**

**WHEREAS** the Village strives for fairness and clarity in employee relations through clear policy direction

**NOW THEREFORE** the Council of the Village of South River does hereby enacts the following policy:

1. Pregnancy and Parental Leave – Members of Council Policy to provide guidance on how the Village of South River addresses a member’s pregnancy or parental leave in a manner that respects a member’s statutory role as an elected representative.
2. This by-law comes into force upon adoption by the Council of the Village of South River.

READ A FIRST AND SECOND TIME THIS 9<sup>th</sup> DAY OF JANUARY 2023.

READ A THIRD TIME AND FINALLY PASSED THIS 9<sup>th</sup> DAY OF JANUARY 2023.

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Mayor, Jim Coleman

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Clerk Administrator, Don McArthur



## PREGNANCY AND PARENTAL LEAVE – MEMBERS OF COUNCIL POLICY

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**TITLE:** Pregnancy and Parental Leave – Members of Council Policy  
**POLICY NO:** 1-2023  
**APPROVAL DATE:** January 9, 2023  
**EFFECTIVE DATE:** January 9, 2023

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### **PURPOSE:**

The purpose of this policy is to provide guidance on how the Village of South River addresses a member's pregnancy or parental leave in a manner that respects a member's statutory role as an elected representative.

### **SCOPE:**

This Policy shall apply to members of Council.

### **DEFINITIONS:**

**Members of Council** - means a member or members of the municipal Council of the Village of South River.

**Pregnancy and/or Parental Leave** - means an absence of 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.

### **ROLES AND RESPONSIBILITIES:**

Members of Council are responsible for adhering to the parameters of this policy.

### **COMPLIANCE:**

The Integrity Commissioner may investigate complaints against members related to this policy.

### **POLICY REQUIREMENTS:**

The Village of South River Council supports a member of Council's right to pregnancy and/or parental leave in keeping with the following principles:

1. A member is elected to represent his or her constituents.
2. A member's pregnancy and/or parental leave does not require Council approval and his or her office cannot be declared vacant as a result of the leave.
3. A member will continue to receive communications from the Village as if the member were not on leave.
4. A member reserves the right to participate as an active member of Council at any time during his or her leave.
5. A member shall continue to receive all remuneration, reimbursements, and benefits afforded to members of Council.

Where a member of Council will be absent due to a pregnancy and/or parental leave, the member shall provide written notice to the Clerk-Administrator indicating the expected start and end dates.

The Mayor may make temporary appointments to any committees, boards, task forces, etc. that are constituted by the Village of South River and where the member is the only member of Council on that body.

Notwithstanding, at any point in time during a member's pregnancy or parental leave, the member may provide written notice to the Clerk-Administrator of their intent to lift any of the temporary appointments to exercise their statutory role. The member shall provide written notice to the Clerk-Administrator of any changes to their return date.

**POLICY MANAGEMENT:**

Staff are authorized and directed to take the necessary actions to give effect to this policy.

The Clerk-Administrator is delegated the authority to make administrative changes to this policy that may be required from time to time due to legislative changes.