



Corporation of the Municipality of Temagami

Memo No.
2024-M-154

Memorandum to Council

Subject:	MOT Pregnancy and Parental Leave for Members of Council
Agenda Date:	October 10, 2024
Attachments:	MOT Pregnancy and Parental Leave for Members of Council – Draft Policy

RECOMMENDATION

BE IT RESOLVED THAT Council hereby approve the draft Municipality of Temagami Pregnancy and Parental Leave for Members of Council Policy.

INFORMATION

In accordance with the Municipal Act, Section 270, municipalities are required to establish policies governing various aspects of governance, including leave for elected officials. This report proposes the adoption of a formal Pregnancy and Parental Leave Policy for members of council.

The Municipal Act mandates that municipalities must have policies in place that address the absence of council members. Currently, there is no dedicated policy addressing pregnancy and parental leave for council members, which may create inequities and inconsistencies in how such leaves are managed.

The proposed Pregnancy and Parental Leave Policy aims to:

1. **Define Leave Entitlements:** Council members shall be entitled to a specified duration of leave during pregnancy and after the birth or adoption of a child, consistent with provincial guidelines.
2. **Ensure Representation:** Provisions will be made to ensure that the council remains functional and representative during the leave period, including the appointment of a temporary replacement if necessary.
3. **Financial Considerations:** The policy will outline how council compensation will be managed during the leave, ensuring that members are aware of their entitlements and responsibilities.
4. **Support and Resources:** The policy will include resources for members to understand their rights and benefits related to pregnancy and parental leave.

Adopting a Pregnancy and Parental Leave Policy is an essential step in fostering an inclusive and supportive environment for all council members. This policy not only complies with the requirements of the Municipal Act but also reflects our commitment to equitable representation.

Respectfully Submitted

Reviewed and Approved

Nicole Claveau

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