

**THE CORPORATION OF THE  
TOWNSHIP OF EDWARDSBURGH/CARDINAL**

**BY-LAW NO. 2018-36**

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

**WHEREAS** Subsection 270(1) of the Municipal Act, Chapter C.25, RSO 2001, as amended requires municipalities to adopt and maintain a policy with respect to pregnancy leaves and parental leaves of members of Council by March 1, 2019;

**AND WHEREAS** the Council of the Corporation of the Township of Edwardsburgh/Cardinal deems it advisable to adopt the aforementioned policy;

**NOW THEREFORE** the Council of the Corporation of the Township of Edwardsburgh/Cardinal 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 take effect on the date of passing.

Read a first and second time in open Council this 25<sup>th</sup> day of June, 2018.

Read a third and final time, passed, signed and sealed in open Council this 25<sup>th</sup> day of June, 2018.

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
D. Clerk

**SCHEDULE A  
TO BY-LAW 2018-36  
PREGNANCY AND PARENTAL LEAVE POLICY  
FOR MEMBERS OF COUNCIL**

The Township of Edwardsburgh Cardinal 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 the Municipal Act, 2001.

Pregnancy and/or Parental Leave is defined as 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.

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

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

The Township of Edwardsburgh Cardinal supports a Member of Council's right to pregnancy and/or parental leave in keeping with the following principles:

1. A Member of Council is elected to represent the interests of 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 of Council on pregnancy and/or parental leave shall reserve the right to exercise his or her delegated authority, if any, at any time during their leave.
4. A Member of Council on pregnancy and/or parental leave shall continue to be paid their respective honourarium.

The CAO/Clerk or delegate shall be responsible for monitoring the application of this policy and for receiving complaints and/or concerns related to this policy.