

Attachment 1

Pregnancy and Parental Leave for Members of Council

1. Policy Statement

The City of Toronto provides pregnancy and parental leaves for Members of City Council in accordance with Section 212 of the City of Toronto Act. This policy recognizes that Members of Council maintain all rights and privileges of their office when on pregnancy or parental leave, and can exercise those rights at any time.

2. Application

This policy applies to all Members of City Council.

3. Definitions

A **pregnancy leave** is leave entitlement for a person giving birth to a child.

A **parental leave** is leave entitlement for a parent.

A **parent** is defined as:

- a. A natural or adoptive parent;
- b. A person who is in a relationship of some permanence with the natural or adoptive parent of the child and intends to treat the child as their own.

4. Conditions

- In accordance with Section 204(2) of the City of Toronto Act, a Member of Council is eligible to 20 weeks of pregnancy leave and parental leave, not to extend beyond a Member's term of office.
- The leave may start up to 20 weeks before a Member of Council's expected date of delivery, or before the date when a child has come into the care, custody or control of a parent for the first time.
- A Member of Council notifies the City Clerk of their intent to take leave approximately two weeks before the start of the leave. The notice should include:
 - the start date of the leave and the expected return date; and
 - information about which duties, if any, will continue to be undertaken by the Member of Council during the leave.

5. Salary and Benefits

A Member on a pregnancy or parental leave continues to receive their salary and benefits for the duration of their leave in accordance with Municipal Code Chapter 223, Remuneration for Council Members.

6. Management of a Member's Office during Leave

Members may choose to continue to manage their office during their leave, but may also delegate some administrative oversight to the City Clerk, Strategic Integration and Excellence, or to the Deputy Mayor in the case of a Mayor's leave. Any delegation should be communicated in advance of the leave and in writing.

7. City Council and committee meetings

Despite being on a pregnancy or parental leave, a Member may attend any meeting of City Council, a local board or a committee of either and exercise all rights and privileges of office.

A Member's absence from a Council meeting while on a pregnancy or parental leave is a right imbedded in the City of Toronto Act, therefore Council will not be asked to excuse the absence and the absence does not count towards the time period for which unexcused absences result in a forfeiture of office as set out in section 204 of the Act.

If a Member of Council is absent from a meeting due to pregnancy or parental leave, the City Clerk will record the reason for the absence in the minutes of the meeting.