



GOVERNANCE AND PRIORITIES COMMITTEE

Leave of Absence Policy

Recommendation of the Committee

1. That maternity and parental leaves be made available to members of Council under a leave of absence policy to be adopted by Council;
2. That the leave of absence policy define the eligibility for maternity leave as a member of Council who is away from work because they are pregnant, have recently given birth, or are the primary caregiver of an adopted child and the eligibility for parental leave as a member of Council who is the parent of a newborn or newly adopted child;
3. That the leave of absence policy provide that members of Council should provide four weeks' written notice to the Mayor and the City Manager of their intention to take a maternity or parental leave and that the Mayor should provide four weeks' written notice to the City Manager of their intention to take a maternity or parental leave whenever possible;
4. That the leave of absence policy provide for maternity leaves for a period of up to 18 weeks and that the leave will not extend beyond the member's term of office;
5. That the leave of absence policy provide for parental leave for a period of up to 26 weeks for members of Council who are the parents of a newborn or a newly adopted child, but are not eligible for a maternity leave, and that parental leave shall also be available to members who have taken a maternity leave, but the maximum duration of the combined leave shall be up to 26 weeks with the leave not to extend beyond the member's term of office;
6. That the leave of absence policy provide that the salary of members of Council continue to be paid while they are away on a maternity or parental leave;
7. That the leave of absence policy provide that the benefits of members of Council, including the Communications and Constituency Relations Account, shall continue while they are on leave;
8. That the leave of absence policy provide for sick leaves for a period of up to 26 weeks upon provision of a medical certificate from a qualified medical professional for members of Council;
9. That the leave of absence policy provide for a contingency fund that is available to provide support to members of Council during a leave period as outlined in this report; and
10. That the City Solicitor be instructed to draft a leave of absence policy in accordance with this report to be brought back to City Council for consideration.



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History

The Governance and Priorities Committee, at its meeting held on August 23, 2021, considered a decision report of the City Solicitor regarding the above.

Your Committee resolved to submit the above recommendation. It should be noted that consideration of the following recommendation (#4 in the Administration's report), was deferred to the September Governance and Priorities Committee meeting pending consideration of information from the City Clerk's Office with respect to Councillors' Assistants levels of support.

"4. That the leave of absence policy provide that each member of Council prepare a written plan setting out the details of how the member's duties will be covered during the leave and submit the plan to the Mayor and City Manager, in the case of members of Council, and, in the case of the Mayor, the City Manager for review and feedback (Recommendation 5 of the SMRC);"

Attachment

Report of the City Solicitor dated August 23, 2021