



CITY POLICY

SECTION: Municipal Government

NO: MU-CO-14

REFERENCE: Council

Date: Sept. 22, 2026

**Next Review Date:
September 2028**

TITLE: Pregnancy and Parental Leave for Members of Council Policy

1.0 HEADING

The City of Dryden 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* and the Procedural By-law.

2.0 DEFINITIONS

Pregnancy and/or Parental Leave – an absence of twenty (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*.

3.0 PURPOSE

This policy provides guidance on how the City of Dryden addresses a Member's pregnancy or parental leave in a manner that respects a Member's statutory role as an elected representative.

4.0 APPLICATION

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

This policy is subject to any specific provisions of the Municipal Act, or other relevant legislation or Union agreement.

5.0 POLICY REQUIREMENTS

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

- A. A Member of Council is elected to represent the interests of their constituents.
- B. A Member's pregnancy and/or parental leave does not require Council approval and their office cannot be declared vacant as a result of the leave.
- C. Legislative and administrative matters requiring action during a Member's pregnancy and/or parental leave should be addressed in a manner that is consistent with the Member's wishes.
- D. A Member of Council on pregnancy and/or parental leave shall reserve the right to exercise their delegated authority at any time during their leave.

Where a Member of Council will be absent due to a pregnancy and/or parental leave, section 2.8 of the Procedural By-law sets out the process for the temporary assignment of the Member's committee membership(s).

Notwithstanding, at any point in time during a Member's pregnancy or parental leave, the Member reserves the right to exercise their delegated authority on Council or Committees. The Member shall provide written notice to the City Clerk of their intent to lift any of the Council-approved, temporary delegations and exercise their statutory role or delegated authority.

6.0 RESPONSIBILITIES

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

7.0 MONITORING/CONTRAVENTIONS

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

8. 0 LEGISLATIVE AND ADMINISTRATIVE AUTHORITIES

Section 270 of the *Municipal Act, 2001*, as revised by Bill 68, requires that the City of Dryden adopt and maintain a policy with respect to the pregnancy and parental leaves of Members of Council.

History			
Approval Date:	August 27, 2018	Approved by:	By-law 4574-2018
Amendment Date:	September 9, 2020	Approved by:	CAO
Amendment Date:	September 6, 2022	Approved by:	CAO
Amendment Date:	September 4, 2024	Approved by:	CAO
Amendment Date:	September 22, 2026	Approved by:	City Clerk
Amendment Date:		Approved by:	

This policy is subject to any specific provisions of the Municipal Act, or other relevant legislation or Union agreement.