



Report Number: C2018-0199

Meeting: Regular Meeting of Council

Meeting Date: 2018 February 26

NOTICE OF MOTION

RE: Parental Leave for Councillors Bylaw

Sponsoring Councillor(s): Councillor Gian-Carlo S. Carra

WHEREAS there is currently no existing Council policy providing for parental leaves for Councillors;

AND WHEREAS The City of Calgary is committed to building a prosperous city whereby opportunity exists for all Calgarians to participate in civic life;

AND WHEREAS a parental leave program would expand the opportunities for Calgarians to seek elected office further strengthening our democracy eliminating a barrier to public service;

AND WHEREAS Council approved NM2017-19 to address and strengthen The City of Calgary's mechanisms to encourage and support more women and diverse groups to participate in civic life, particularly on boards, commissions, committees and Calgary City Council;

AND WHEREAS Section 144.1 of the *Municipal Government Act*, RSA 2000, Chapter M-26 is a new section that governs maternity and parental leaves for councillors;

AND WHEREAS Section 144.1(1) of the *Municipal Government Act*, RSA 2000, Chapter M-26 provides that Council, by bylaw, can "establish whether councillors are entitled to take leave prior to or after the birth or adoption of their child";

AND WHEREAS Section 144.1(2) of the *Municipal Government Act*, RSA 2000, Chapter M-26 requires a bylaw regarding parental leave to contain provisions "respecting the length of the leave and other terms and conditions of the leave entitlement" and "how the municipality will continue to be represented during periods of leave";

NOW THEREFORE BE IT RESOLVED that Council direct the Coordinating Committee of the Office of the Councillors (CCCO) to prepare a report outlining the provisions of a new parental leave bylaw for councillors in accordance with section 144.1 of the *Municipal Government Act*, RSA 2000, Chapter M-26 to address:

- a) The duration of leave councillors are entitled to; and
- b) Representation of constituents during the leave and how duties of the councillor will be fulfilled during the leave; and
- c) Compensation during leave; and
- d) Benefits during leave and payment of applicable benefits premiums; and
- e) The process to request leave, including providing notice of a proposed leave; and
- f) The approving authority for a requested leave, if any; and
- g) Any other aspect the CCCO considers appropriate

and return to Council no later than Q2 2018