

## ATTACHMENT 2: SUMMARY OF THE CITY OF EDMONTON BYLAW

- Councillors and the Mayor are eligible to take leave prior to or after the birth or adoption of their child
- The maximum period of leave is 26 weeks
- Under normal circumstances, a Councillor must give 6 weeks' written notice to the Mayor and City Manager that he or she intends to take parental leave
- Before commencing their leave, the Councillor must provide the Mayor and City Manager with a written commitment regarding the arrangements made to ensure the Councillor's constituents will be represented during their parental leave, the percentage of their work he or she intends to continue to do while on leave and any workplace accommodations being requested during or following their leave
- If another Councillor will be providing coverage for the Councillor taking leave, that Councillor must also sign the written commitment (referenced above)

The compensation arrangement for Edmonton City Councillors on leave have been established as follows:

First 10 weeks of maternity leave	100% of salary
Weeks 11 through 26, no work being performed	0% of salary
Weeks 11 through 26, Councillor prepares for and attends all meetings of Standing Committees	30% of salary
Weeks 11 through 26, Councillor prepares for and attends all Council meetings	30% of salary
Weeks 11 through 26, Councillor attends constituency events and responds to constituency matters	25% of salary
Weeks 11 through 26, Councillor prepares for and attends meetings of all City agencies, boards or commissions, or Council initiatives, as assigned by Council	15% of salary

A Councillor's individual compensation will be determined week by week based on each duty performed in that week. The City of Edmonton bylaw makes no reference to how the Councillor's pension and benefit deductions are to be handled.