

## COUNCIL MEMBERS' MOTION

### 6. UBCM Resolution: Parental Leave

Submitted by: Councillor Bligh

#### WHEREAS

1. The Province of BC collectively, and through its various ministries, recognizes that maternity and parental leave for elected officials is an important issue and that it is important for new parents to have adequate time and energy to spend with their child;
2. Through UBCM, local governments in BC have resolved several times to ask the Province to amend various pieces of legislation, such as the *Community Charter* and the *Local Government Act*, to establish common, province-wide minimum entitlements for maternity and parental leave for local elected officials following the birth or adoption of a child, consistent with the *Employment Standards Act* provisions following the birth or adoption of a child and inclusive of leave provisions that would exempt an elected official from disqualification from office for absences of 60 consecutive days or four consecutive regularly scheduled council or board meetings;
3. As of the present date, the Province of BC has declined to make any such province-wide legislative amendments relating to parental leave for locally elected officials that would meaningfully guarantee these rights;
4. In the absence of a uniform, province-wide standard, some local governments in BC have adopted their own parental leave policies to allow elected officials to go on leave – an inherently inadequate approach in the absence of a binding legislative framework;
5. There is a lack of consistency across local governments regarding their locally-drafted and adopted parental leave policies, which are not binding and have no weight under provincial legislation, and therefore are subject to arbitrary changes from one elected term to another.

THEREFORE BE IT RESOLVED THAT Council endorse the following resolution for submission to the 2024 UBCM convention for the consideration of the membership:

## RESOLUTION

### **MOTION: Parental Leave**

WHEREAS current provincial legislation does not adequately protect the parental leave rights of local government elected officials, requiring local governments to adopt their own policies for approving leaves for elected officials who become parents;

AND WHEREAS the Province of BC collectively, and through its various ministries, recognizes that parental leave for elected officials is an important issue and that it is important for new parents to have adequate time and energy to spend with their child:

THEREFORE BE IT RESOLVED that UBCM call on the Province of BC to amend all relevant pieces of provincial legislation, such as the *Community Charter*, the *Vancouver Charter*, and the *Local Government Act*, in order to establish common, province-wide minimum entitlements for parental leave for locally elected officials following the birth or adoption of a child, consistent with the *Employment Standards Act* provisions following the birth or adoption of a child, and inclusive of leave provisions that would grant an elected official an exemption from any disqualification from office for absences of sixty consecutive days or four consecutive regularly scheduled council or board meetings.

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