

Attachment 2

Council Maternity / Parental Leave Report

Municipality	Length Maternity leave	Length Parental/adoption leave	Pay	Conditions	Advance notice
Whistler (May 2014)	6 months	6 months		Cannot combine Maternal and paternal leave	Min 4 weeks
Calgary (July 2018)	16 weeks (4 month)	26 weeks (6.5 months)	<ul style="list-style-type: none"> • Maternity: 100% pay for the first 6 weeks, payment of EI maximum benefit for remained of leave • Parental/adoption: Payment of EI maximum benefit 	<ul style="list-style-type: none"> • Member determines impact of leave benefits • Advice in writing any Council duties the member will continue to perform and required workplace accommodations 	Min 6 weeks
Squamish (June 2019)	6 months	6 months	<ul style="list-style-type: none"> • Full pay for maternal and parental leave • Benefit premiums paid 	<ul style="list-style-type: none"> • Cannot be combined and the total cannot exceed 6 months leave • Council may extend the leave under s. 125(7) • Can attend any Council or Committee meeting • Resume all appointments and designations upon their return 	Min 4 weeks
North Saanich (November 2021)	17 weeks	61 or 62 weeks	<ul style="list-style-type: none"> • Top up to any EI benefits to 100% of gross Council earnings for the first 17 weeks • Benefit premiums paid 	<ul style="list-style-type: none"> • Must inform of duties wishing to continue and any required workplace accommodations • May attend any meeting of Council and exercise all rights and privileges of office • Temporarily assign committee membership or regional appointments • Written notice to resume appointments • Membership and appointments return at the end of the leave unless they have expired 	Min 6 weeks
Coquitlam (June 2022)	16 weeks	16 weeks	Receive full payment while on leave	<ul style="list-style-type: none"> • May attend any meeting of Council and exercise all rights and privileges of office except any committee or appointment that have been reappointed to accommodate leave 	Min 2 weeks