



**TOWNSHIP OF EDWARDSBURGH CARDINAL
ACTION ITEM**

Committee: Committee of the Whole – Administration and Operations

Date: January 13, 2025

Department: Finance

Topic: Draft Pregnancy and Parental Leave Policy

Purpose: To present the Committee with a draft pregnancy and parental leave policy for recommendation for Council approval.

Background: As a result of the market survey conducted by Pesce and Associates during the compensation review, it was advised that the Township adopt a policy for a top-up benefit for employees who are absent from work on pregnancy and parental leave. Council was presented options for the structure of a pregnancy and parental leave policy in December 2024.

After discussion option #1 was chosen. This option provides the employee with the choice between two plans. First, to remain on the benefit plan and the premiums paid by the employer and the employee will receive a supplemental pay equal to 15% of their regular pay. The second gives the employee the option to waive their benefits or pay the premiums themselves and receive a supplemental pay equal to 30% of their regular pay.

During the discussion it was recommended that the eligibility criteria be extended to a longer period. This has been incorporated into the draft policy and has been extended from thirteen (13) weeks to twenty-six (26) weeks service with the Township to become eligible for the policy.

A draft policy has been created and incorporates option #1 and recommendations from Council.

Policy Implications: An adoption of a pregnancy and parental leave policy requires Council approval.

Strategic Plan Implications: N/A

Financial Considerations: The financial impact of the implementation of the policy will be the cost of the top-up during the leave. The amounts will vary as they will be based on the employee's rate of pay during the leave.

Recommendation: THAT Committee directs Council to adopt the pregnancy and parental leave policy as presented.



Treasurer



CAO