



Date: 05/02/2025

To: Chair and Directors, Cariboo Regional District Board

And To: Murray Daly, Chief Administrative Officer

From: Gerald Pinchbeck, Manager of Communications

Date of Meeting: Cariboo Regional District Board_Feb28_2025

File: 0360-20/2025/NCLGA

Short Summary:

NCLGA Resolution – Unpaid Leave provisions for Elected Officials

Voting:

Corporate Vote - Unweighted

Memorandum:

The Board directed staff at its January 24, 2025 meeting to prepare a resolution for NCLGA on this topic. Further information and a draft resolution was supplied by Director Bachmeier in an email dated February 1, 2025.

UBCM does not have policy addressing general unpaid leave for elected officials to perform their duties or attend out of town meetings, conferences, and conventions. Related policy includes resolutions on the following matters:

- [Personal Leaves for Elected Officials | Union of BC Municipalities](#) (2023)
- [Parental Leave for Elected Officials | Union of BC Municipalities](#) (2022)
- [Parental Leave for Elected Officials | Union of BC Municipalities](#) (2021)
- [Parental Rights for Elected Officials | Union of BC Municipalities](#) (2016)
- [WorkSafe BC Coverage for Local Elected Officials | Union of BC Municipalities](#) (2021)
- [Elected Officials Coverage Under Workers Compensation Act | Union of BC Municipalities](#) (2014)

A resolution seeking to provide elected officials with employment protections for fulfilling their duties would be generally consistent with the broad policy objectives of the noted resolutions. It must be noted that workplaces in British Columbia may be regulated by either federal or provincial employment laws. For example, banks, railways, the postal service, and airlines are subject to federal regulations consistent with [section 91 of the Constitution Acts 1867 to 1982](#). As such, the Board's resolution would be best addressed to both the federal and provincial governments.

Provincially, all workplaces are regulated by the B.C. Employment Standards Act, which sets the legal minimum requirements for employment contracts, including leaves of absence. [Part 6 of](#)

[the Act](#) defines any specific absences that employers must provide a leave for, and continue employment with a person taking such a leave ([section 54 & 55](#)). Examples include illness or injury leave, maternity leave, paternity leave, and jury duty. Employment standards for federally regulated workplaces are defined by [Part III of the Canada Labour Code](#).

A draft resolution is therefore presented for the Board’s consideration, which advocates for amendments to the above-mentioned legislation. This would meet the Board’s objective to ensure that local elected officials are secure in their private employment and able to fulfill the duties of their elected office.

Attachments:

2025 NCLGA Resolution – Unpaid Leave provisions for Elected Officials

Financial Implications:

None

Policy Implications:

None

Alignment with Strategic Plan:

- Infrastructure and Asset Management:** To establish a systematic, predictable approach to managing the regional district's assets and infrastructure that builds on current asset management data and condition assessments.
- Enhanced Communications and Engagement:** To build trust and credibility of the regional district by enhancing our communications and engagement with citizens, stakeholders, and volunteers.
- Effective and Responsive Land Use Planning and Development:** To ensure our land use planning and development is responsive to future growth and housing needs, anticipates risks and hazards associated with climate change and provides efficient and consistent processes for landowners and developers.
- Relationships with First Nations:** To foster a healthy and inclusive region by building and strengthening our relationships with First Nations and embracing the principles of reconciliation.

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CAO Comments:

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Options:

1. Endorse recommendation;
2. Propose an alternate resolution;
3. Other action.

Recommendation:

That the following resolution be approved for submission to the 2025 NCLGA Convention:

Unpaid Leave Provisions for Elected Officials

WHEREAS local government elected officials are required to attend meetings, conventions, and conferences to perform their official duties, often requiring absences from their place of employment to do so;

AND WHEREAS there are no provisions in provincial or federal employment legislation for local elected officials to allow them to take such absences as required to perform their official duties;

THEREFORE be it resolved that the NCLGA and UBCM lobby the Province of British Columbia for amendments to the Employment Standards Act to include unpaid leave of absence provisions to protect the employment of elected officials and allow them to attend Board / Council meetings, conventions, and conferences in the performance of their official duties;

AND FURTHER be it resolved that the NCLGA, UBCM, and FCM lobby the Government of Canada for amendments to the Canada Labour Code to include unpaid leave of absence provisions to protect the employment of elected officials and allow them to attend Board / Council meetings, conventions, and conferences in the performance of their official duties.