



## 2025 RESOLUTION SUBMISSION TO NCLGA

### Leaves of Absence provisions for elected officials

#### RESOLUTION:

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.

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#### Backgrounder:

In most cases, serving as a Mayor, Councillor, or Electoral Area Director does not provide an income equal to that of a full-time job. Local governments across the Province have all considered the appropriate compensation level for members of their governing body, and many like the Cariboo Regional District have chosen to maintain compensation levels equivalent to working part-time. While this reflects publicly acceptable levels of compensation for these roles, the trade off is that many elected officials must continue to work their “regular” job.

This can restrict opportunities for elected officials to represent their communities, become informed about new trends and developments impacting their communities, and access learning opportunities to better fulfill their duties. They must rely on their employer’s good will, flexibility in employment relationships, or adequate paid leave provisions to be able to attend to their duties, particularly when travel outside of their community is required.

Specific protections in federal and provincial employment legislation would reduce the sacrifices required of elected officials, and ensure they can continue to both support their household and effectively represent their constituents. It would also benefit Councillors of all ages, genders, family structures, and income levels by improving the security of their employment.