

REPORT OF THE HR COORDINATOR FOR THE CONSIDERATION OF COUNCIL RE. OBSERVING THE NATIONAL DAY FOR TRUTH AND RECONCILIATION

OBJECTIVE

To provide information regarding the National Day for Truth and Reconciliation.

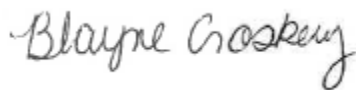
RECOMMENDATION

That the report of the HR Coordinator re. the National Day for Truth and Reconciliation be received

and that the City of Elliot Lake observe the National Day for Truth and Reconciliation on September 30, 2021 and annually thereafter

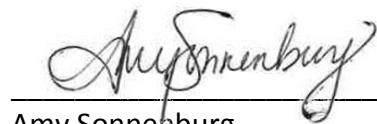
and that City administration be directed to adjust municipal services accordingly.

Respectfully Submitted:



Blayne Croskery
HR Coordinator

Reviewed by:



Amy Sonnenburg
Director of Finance & Treasurer

Approved:



Daniel Gagnon
Chief Administrative Officer

BACKGROUND

On June, 3, 2021, the government of Canada enacted legislation establishing September, 30th of each year as the National Day for Truth and Reconciliation. According to Bill C-5, the creation of this national holiday is intended “to respond to the Truth and Reconciliation Commission of Canada’s call to action 80.” This is to be fulfilled by creating a holiday called National Day for Truth and Reconciliation, which seeks to honour First Nations, Inuit and Metis survivors, their families and communities. It also serves to ensure that public commemoration of the history and legacy of residential schools remains a consistent and vital component of the reconciliation process.

The first National Day for Truth and Reconciliation is to be observed this year: September 30, 2021.

ANALYSIS

OBSERVING THE HOLIDAY

Bill C-5 amends the Canada Labour Code to add the National Day for Truth and Reconciliation to the list of public holidays for which employees who are governed by the Canada Labour Code are granted a day off with pay.

The City’s practice in observing public holidays is consistent. For example, in the case of provincial public holidays such as Family Day, the City observes this holiday. In the case of federal public holidays that are **not** also Provincial holidays such as Remembrance Day, the City also observes this holiday. Holidays such as New Years, Christmas day, Boxing day, Labour Day, Canada Day, Thanksgiving, fall under both federal and provincial law and are treated as such.

POTENTIAL EMPLOYEE IMPACTS / BENEFITS

The National Day for Truth and Reconciliation is intended to honour First Nations, Inuit and Metis Survivors, their families, and communities, and to ensure that public commemoration of their history and the legacy of residential schools remains a consistent and vital component of the reconciliation process. Choosing to observe this holiday would be an important and meaningful way to show all employees, their families, the community and our First Nation neighbours that the City of Elliot Lake stands by this message.

In addition, observing this holiday would reflect positively on the City, displaying that this work place values diversity and is committed to ensuring that all staff members feel equally valued and respected.

FINANCIAL IMPACT

As the National Day for Truth and Reconciliation was proclaimed after the creation of the 2021 budget, staffing costs arising due to the creation of a new statutory holiday have not been expressly budgeted.

The statutory holiday provisions of the *Canada Labour Code* and relevant collective agreements generally require that time worked on a public holiday be paid at overtime rates. The chart below details wages paid for public holidays in 2021. Wages for Canada Day and Civic Holiday can be attributed to the operations at our City run beaches. Wages related the National Day for Truth and Reconciliation would be are estimated to be minimal.

HOLIDAY	Wages Paid
New Years Day	\$0.00
Family Day	\$374.08
Good Friday	\$353.64
Easter Monday	\$137.96
Victoria Day	\$330.49
Canada Day	\$3,555.68
Civic Holiday	\$1,304.82

SUMMARY

It is recommended that the City of Elliot Lake observe The National Day of Truth and Reconciliation on September 30th each year.