

**TO:** Mayor Caul & Members of Council

**FROM:** Dawn Galusha, Treasurer

**DATE:** September 7, 2021

**SUBJECT:** September 30- National Day for Truth and Reconciliation

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## BACKGROUND

The Government of Canada is committed to reconciliation and ensuring that the tragic history and ongoing legacy of residential schools is never forgotten.

On June 3, 2021, Bill C-5, *An Act to amend the Bills of Exchange Act, the Interpretation Act and the Canada Labour Code (National Day for Truth and Reconciliation)*, received Royal Assent. It officially designates September 30 of each year as National Day for Truth and Reconciliation. This marks a new public holiday under the *Canada Labour Code* (Code).

Traditionally September 30 of each year has been commemorated as Orange Shirt Day. National Day for Truth and Reconciliation seeks to honour First Nations, Inuit and Métis survivors, their families and communities, and to ensure that public commemoration of their history and the legacy of residential schools remains a vital component of the reconciliation process. The Bill came into force on August 3, 2021, meaning that the new holiday will first occur this Fall, on September 30, 2021.

In reviewing the articles and clauses affecting the Town of Fort Frances employees, I have found the following regarding Statutory Holidays which are not specifically listed:

- The Canadian Union of Public Employees and Its Local 65 collective agreement Article 21.01 (13) states "Any day proclaimed by the Federal Government as a National Holiday",
- The Fort Frances Professional Firefighters Association Collective Agreement Article 5 states "As well as any holiday proclaimed by the Federal or Provincial government as a Federal or Provincial Holiday", and
- The Management/Non-Union Benefits Policy 3.10 4. Public Holidays states "And any paid public holidays as per legislation and on which the municipal offices are closed by direction of Council".

In further research, the National Day for Truth and Reconciliation is listed as a National Statutory Holiday in Canada. As a result, the National Day for Truth and Reconciliation will become a designated paid holiday and will allow employees time to observe and participate in this important day starting September 2021, with the Firefighters being paid twelve (12) shifts pay (144 hours) at the end of the year.

Further, Council will need to approve closure of the municipal offices and buildings on September 30<sup>th</sup>.

Finally, with September 30 being a due date for taxes please consider alleviating the penalty/interest applied to outstanding amount to October 2.

## **RECOMMENDATION**

The Administration & Finance Executive Committee recommends closing the municipal offices and buildings on September 30<sup>th</sup>, recognizing it as a Statutory holiday to allow employees to observe the National Day for Truth and Reconciliation as per the respective Collective Agreements and benefit policies as outlined in the report. Further, for due dates of September 30<sup>th</sup>, payments will be accepted up to October 1, 2021 at 4:30 pm, with penalty/interest added after that time.

***Council approval of this report will agree with the recommendation of the Administration & Finance Executive Committee to close the municipal offices and buildings on September 30<sup>th</sup>, recognizing it as a Statutory holiday to allow employees to observe the National Day for Truth and Reconciliation as per the respective Collective Agreements and benefit policies as outlined in the report. Further, for due dates of September 30<sup>th</sup>, payments will be accepted up to October 1, 2021 at 4:30 pm, with penalty/interest added after that time.***