

## ADMINISTRATIVE REPORT

**Subject: National Day of Mourning - September 19, 2022**

**Date: September 16, 2022**

**To: Council**

**From: Alyssha Hansma, Human Resources Manager**



### ISSUE:

The closing of Municipal buildings on September 19, 2022 to recognize the National Day of Mourning declared by the Federal Government.

### ADMINISTRATIVE RECOMMENDATION:

That Council agree with the recommendation of Administration to close Municipal offices and buildings on September 19, 2022 to recognize the National Day of Mourning as per the terms of the Collective Agreements and applicable policies.

### OPTIONS & ALTERNATIVES:

1. That all staff, both management/non-union and unionized staff, recognize the National Day of Mourning as a paid Holiday and Municipal offices and buildings are closed
2. That only Unionized staff (Canadian Union of Public Employees (CUPE) Local 65 and the Fort Frances Professional Firefighters Association) recognize the National Day of Mourning as a paid holiday, and that management/non-union staff will proceed as a regular day of work.
3. That Municipal Buildings remain open and staff are paid in accordance with the terms of the Collective Agreement and/or applicable policy language.

### HISTORY:

On September 13, 2022, the Prime Minister announced that there will be a one-time National Day of Mourning for the Federal Public Service, to coincide with Her Late Majesty Queen Elizabeth II's State Funeral and the end of the official period of mourning in Canada.

### ANALYSIS:

In review of the articles and clauses affecting the Town of Fort Frances employees, the language regarding Statutory Holidays, specifically those not listed, is as follows:

- CUPE 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"
- 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 the direction of Council".

Council will need to consider approval of closure of Municipal offices and Building on September 19, 2022.

**CONSULTATION:**

- Faisal Anwar, Chief Administrative Officer
- Senior Management
- CUPE, Local 65
- Legal Counsel - Garth O'Neill of O'Neill Associates
- Legal Counsel - Hayley York of O'Neill Associates