



## **SPECIAL COUNCIL MEETING AGENDA**

September 16, 2022 12:00 PM

MEETING - Council Chambers

Session No. 101

Microsoft Teams meeting

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### **1. COUNCIL**

1.1 Call to Order

1.2 Disclosure of pecuniary interest and the general nature thereof

### **2. IN-CAMERA**

2.1 Council proceeds in-Camera at \_\_\_\_\_ p.m.

Recommendation: THAT Council now meet in-camera in order to address a matter pertaining to:

- Labour Relations Matter
- (d) labour relations or employee negotiations;
- (f) advice that is subject to solicitor-client privilege, including communications necessary for that purpose;

### **3. Public Session Resumes:**

### **4. Resolutions Required as a result of In-Camera discussions:**

4.1 National Day of Mourning - September 19, 2022

**Recommendation:** THAT on the recommendation of Administration, Council approve the closure of the 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.

### **5. ADJOURNMENT**

3 - 4

5.1 The Special meeting of Council adjourned at \_\_\_\_\_ p.m.

THAT this Special meeting of the Council of the Town of Fort Frances be now closed.

## 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"

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

- 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