



Council report

Meeting date:	September 21, 2021
Title:	Amendment to Statutory Holidays Schedule, Policy D-1.5
Prepared by:	Laura Johnston, CAO

Recommendation

That report CAO-Amendment to Statutory Holidays Schedule, Policy D-1.5 be received; and further

That council approves amending the West Grey Personnel Policy D-1.5 (Statutory Holidays) to include September 30, National Day for Truth and Reconciliation (National Orange Shirt Day).

Executive summary

At the September 7, 2021 council meeting, West Grey council passed a resolution to support and recognize September 30 as the National Day for Truth and Reconciliation, as announced by the federal government. The West Grey statutory holiday policy, attached as appendix A, requires updating to include this federal holiday.

Background and discussion

In conjunction with the federal government's announcement of a statutory holiday to ensure the public commemorates and recognizes September 30 as National Orange Shirt Day, West Grey council passed the following resolution at the September 7, 2021 council meeting:

Whereas the Truth and Reconciliation Commission released its final report on June 2, 2015, which included 94 Calls to Action to redress the legacy of residential schools and advance the process of Canadian reconciliation; and

Whereas the recent discoveries of remains and unmarked graves across Canada have led to increased calls for all levels of government to address the recommendations in the TRC's Calls to Action: and

Whereas all Canadians and all orders of government have a role to play in reconciliation; and



September 21, 2021 (2)

Whereas Recommendation #80 of the Truth and Reconciliation Commission called upon the federal government, in collaboration with Aboriginal peoples, to establish, as a statutory holiday, a National Day for Truth and Reconciliation to ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process; and

Whereas the Federal Government has announced September 30th, 2021 as first National Day for Truth and Reconciliation (National Orange Shirt Day) and a statutory holiday;

Therefore, be it resolved that the Council of the Municipality of West Grey does hereby commit to recognizing September 30th, 2021, as the National Day for Truth and Reconciliation (National Orange Shirt Day) by sharing the stories of residential school survivors, their families, and communities, and that the Municipality of West Grey flags be lowered to half mast for this day.

A communications plan is being developed to share information and website links from the municipal website and social media accounts for the public's convenience. The rollout is planned for the week of, and including, September 30.

A scan of neighbouring municipalities indicates that many municipalities are not revising their statutory holiday policy to include National Orange Shirt Day. However, many of those municipalities also have collective agreements that dictate the holiday schedule. In debating the motion at the September 7 council meeting, the recorded vote supported the motion and the statutory holiday.

Legal and legislated requirements

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)

Truth and Reconciliation Commissions Calls to Action

Financial and resource implications

For staff who are required to work on National Orange Shirt Day, the current practice of time off in-lieu would apply.

Staffing implications

None.

Consultation

Kerri Mighton, Director of Finance/Treasurer
Genevieve Scharback, Director of Administration/Clerk



September 21, 2021 (3)

Attachments

Appendix A: Policy D-1.5, Statutory Holidays

Next steps

On council approval, the personnel policy D-1.5, Statutory Holidays will be updated to include September 30. Staff will also be finalizing the communications plan to support National Orange Shirt Day.

Respectfully submitted:

Laura Johnston, Chief Administrative Officer