

STAFF REPORT

THE CORPORATION OF THE TOWN OF COBOURG



Report to:	Mayor and Council Members	Priority:	<input type="checkbox"/> High <input checked="" type="checkbox"/> Low
Submitted by:	Andrea Short Manager of Human Resources Office of the CAO AShort@Cobourg.ca	Meeting Type: Open Session <input checked="" type="checkbox"/> Closed Session <input type="checkbox"/>	
Meeting Date:	August 23, 2021		
Report No.:	Chief Administrative Officer-028-21		
Submit comments to Council			

Subject/Title: National Day for Truth and Reconciliation

RECOMMENDATION:

THAT Council receive this report for information purposes.

1. STRATEGIC PLAN

N/A

2. PUBLIC ENGAGEMENT

N/A

3. PURPOSE

To provide information to Council regarding the observation of a new federal statutory holiday. This holiday is one that the federal government has designated as the National Day for Truth and Reconciliation and will be recognized on September 30th of each year.

This new national day is meant to recognize the tragic history of loss, and the lasting effects of Canada's residential school system. It honours First Nations, Inuit and Metis residential school survivors, their families, and communities, as a vital part in the process of reconciliation.

4. ORIGIN AND LEGISLATION

The Government of Canada is committed to reconciliation and ensuring that the tragic history and ongoing legacy of residential schools is never forgotten. As such, the government recently passed legislation to make September 30th a federal statutory holiday called the National Day for Truth and Reconciliation. This day provides an opportunity for each public servant to recognize and commemorate the legacy of residential schools.

National Day for Truth and Reconciliation received Royal Assent on June 3, 2021, creating a new public holiday under the *Canada Labour Code*. This Bill officially came into force on August 3, 2021, making it the first year that this new holiday will be in effect.

5. BACKGROUND

Currently the Town of Cobourg recognizes the following statutory holidays for all staff:

New Year's Day	Labour	Day
Family Day	Thanksgiving	Day
Good Friday	*Remembrance Day	
*Easter Monday	Christmas	Day
Victoria Day	Boxing Day	
Canada Day		
Civic Holiday (James Cockburn Day)		

*Remembrance Day for outside workers and both Remembrance Day and Easter Monday for inside workers (including non-union staff) are treated as float holidays. These float holidays must be taken anytime between January 1st and December 31st of that year.

The Canadian Union of Public Employees (CUPE) Collective Bargaining Agreement (CBA) has language within it that would require the Town of Cobourg to recognize this holiday for its members. The CUPE CBA states in Article 13.01 (d), *"The Corporation will recognize any other day proclaimed by the federal, provincial, or municipal government."*

The Non Union Statutory Holidays Policy also contains language within it that would require the Town of Cobourg to recognize this holiday for non union staff. The Policy states, *"The Corporation will recognize the following days as paid holidays...plus any other day proclaimed by the federal or provincial government or Town of Cobourg Council."*

The Town of Cobourg is currently open for Easter Monday and Remembrance Day, but as noted above, recognizes these holidays as float days for staff members. The National Day for Truth and Reconciliation would be treated in the same regard and would be given to staff as a float holiday in addition to the ones

listed above. The Town of Cobourg would still be open to the public on September 30th and have all services to the town in full operation.

This statutory holiday would be granted to all permanent full-time staff members.

6. ANALYSIS

In recognition of this federal holiday, and in keeping with our commitments to equity, diversity and inclusion, the Town of Cobourg will also be recognizing this day by sharing information, education, and community activities. These are being arranged through both our Accessibility Coordinator as well as our Communications Department.

This will include:

- Continuing work to meet the requirements for municipalities under the 94 Calls to Action.
- Continuing to provide Indigenous Awareness Training through Indigenous Awareness Canada to all Council and Senior Staff Members.
- Hosting a talk with Bryanna R. Brown from Indigenous Climate Action through the Women in Governance Program who will be talking about Indigenous Climate Action and Missing and Murdered Indigenous Women and Children.
- Supporting small, youth-owned Indigenous businesses by gifting all speakers and presenters from the Women in Governance Program with a scarf from Kokom Scrunchies.
- Working with our Indigenous communities on the naming and renaming processes.
- Participating in community events and ensuring that Traditional Land Acknowledgements are shared the meaning of these acknowledgments are highlighted.
- Staff are working to arrange events and activity ideas to acknowledge indigenous history, the significance of Orange Shirt Day, and provide tools to build understanding of the Truth and Reconciliation process.

7. FINANCIAL IMPLICATIONS/BUDGET IMPACTS

This report and the recommendations within it have no additional financial or budgetary implications and will be covered through the existing operating budget for the Town of Cobourg.

8. CONCLUSION

That Council receive the above information regarding the Town's commitment to indigenous communities and honouring residential school survivors and their families.

Report Approval Details

Document Title:	Federal Holiday Update - National Day for Truth and Reconciliation .docx
Attachments:	
Final Approval Date:	Aug 19, 2021

This report and all of its attachments were approved and signed as outlined below:

Tracey Vaughan, Chief Administrative Officer - Aug 19, 2021 - 10:04 AM