



## **Administrative Report**

### **Office of the Director of Human Resources**

**To:** Warden McNamara and Members of Essex County Council

**From:** Kristie Cronin  
Director of Human Resources

**Date:** Wednesday, September 15, 2021

**Subject:** National Day for Truth and Reconciliation

**Report #:** 2021-0915-HR-R001-KC

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#### **Purpose**

To request County Council's approval of the Federal Holiday of September 30<sup>th</sup> as a paid holiday for all County of Essex employees.

#### **Background**

In June, the federal government [passed new legislation](#) making September 30 a general holiday under the Canada Labour Code. Named the National Day for Truth and Reconciliation, September 30 is meant to recognize and commemorate the legacy of residential schools where tens of thousands of First Nations children were taken from their families and forced to attend classes that separated them from their culture.

The designation of this day is in response to one of the Truth and Reconciliation Commission's [94 Calls to Action](#) and is meant to honour survivors, their families, and communities. It also ensures the ongoing commemoration of the history and legacy of residential schools will remain a vital part of the reconciliation process. This new designated paid holiday applies to federally regulated public and private sectors — specifically, the federal public service and employers subject to the Canada Labour Code.

## **Discussion**

The County of Essex is recommending the following for Council approval, irrespective of jurisdiction and collective agreement language.

- September 30 each year to be recognized as paid holiday for all County of Essex employees.
- Educational materials will be made available to County of Essex employees prior to the holiday.
- Any local events to commemorate the day will be shared and attendance encouraged.

We believe strongly the importance of this day to honour First Nations, Inuit and Metis survivors, their families and communities and by declaring this day a holiday for County of Essex employees, we demonstrate a resounding commitment to the reconciliation process.

## **Financial Implications**

It is anticipated that the National Day for Truth and Reconciliation will have an impact on the 2021 approved budget. It is expected that an unbudgeted net cost of approximately \$150,000 will be incurred. These amounts were not included in the 2021 budget and would be funded by the Rate Stabilization Reserve if departmental deficits occur.

## **Recommendation**

That Essex County Council approve the National Day for Truth and Reconciliation as a paid holiday for all County of Essex Employees.

Respectfully Submitted,

*Kristie Cronin*

Kristie Cronin, Director Human Resources

Concurred With,

*Mike Galloway*

Mike Galloway, Chief Administrative Officer