

**From:** ["Mochrie, Paul" <Paul.Mochrie@vancouver.ca>](mailto:Paul.Mochrie@vancouver.ca)  
**To:** ["Direct to Mayor and Council - DL"](#)  
**Date:** 8/15/2023 4:04:25 PM  
**Subject:** Memo - Recognizing National Truth and Reconciliation Day September 30, 2023  
**Attachments:** Memo to Mayor & Council - Recognizing National Truth and Reconciliation Day September 30, 2023.pdf

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Dear Mayor and Council,

As you will recall, the Province has amended the Employment Standards Act to add September 30 as a statutory holiday commemorating National Truth and Reconciliation Day. I am writing to confirm that, for 2023, the City will recognize October 2 as the day that will be provided to employees with pay, given the fact that September 30 falls on a Saturday.

The budgetary impact of the additional holiday for City and Boards is expected to be \$0.5 million.

We will be advising our employees in the near future of events taking place on September 30th to recognize NDTR and that the statutory holiday will take place on Monday October 2nd.

Should you have any follow-up questions on this matter, please feel free to reach out to me directly.

Best,  
Paul

**Paul Mochrie** (he/him)  
City Manager  
City of Vancouver  
[paul.mochrie@vancouver.ca](mailto:paul.mochrie@vancouver.ca)



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətał (Tsleil-Waututh) Nations.

## MEMORANDUM

August 14, 2023

TO: Mayor and Council

CC: Armin Amrolia, Deputy City Manager  
Karen Levitt, Deputy City Manager  
Maria Pontikis, Chief Communications Officer, CEC  
Rosemary Hagiwara, Acting City Clerk  
Teresa Jong, Administration Services Manager, City Manager's Office  
Mellisa Morphy, Director of Policy, Mayor's Office  
Trevor Ford, Interim Chief of Staff, Mayor's Office  
Andrew Naklicki, Chief Human Resources Officer

FROM: Paul Mochrie  
City Manager

SUBJECT: Recognizing National Truth and Reconciliation Day September 30, 2023

RTS #: N/A

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I am writing to inform Council that the City has elected to recognize October 2, 2023 as the day that will be provided to employees with pay, in lieu of September 30th, National Truth and Reconciliation Day (NDTR), which in 2023 falls on a Saturday. The impact of the additional holiday for City and Boards is expected to be \$0.5 million. We will be advising our employees in the near future of events taking place on September 30<sup>th</sup> to recognize NDTR and that the statutory holiday will take place on Monday October 2<sup>nd</sup>.

### Background/Context:

On February 7, 2023 Bill 2, the *National Day for Truth and Reconciliation Act*, was introduced in the Legislative Assembly of British Columbia. The Bill was introduced by the BC government in response to Call to Action #80 by the Truth and Reconciliation Commission to recognize a holiday which would honor residential school survivors, their families, and their communities.

Prior to March 9, 2023 the BC *Employment Standards Act*, provided for 10 statutory holidays. The Act also required that the provisions of a collective agreement, when considered together, must meet or exceed the minimums in the applicable part of the Act. At that time our City collective agreements provided for 12 paid holidays, including the 10 statutory holidays set out in the *Employment Standards Act*.

On March 9, 2023 Bill 2 received assent, passing into law - the National Day for Truth and Reconciliation as a provincial statutory holiday in BC on September 30<sup>th</sup> of each year. At that time, the understanding was, if a collective agreement when viewed globally had at least as generous statutory holiday provisions as the Employment Standards Act, there may no be an obligation to provide NDTR in addition to existing collective agreement entitlements.

However, on May 13, 2023 the BC Provincial Government issued a further amendment to the ESA that exempts NDTR from the “meet or exceed” test. What this means for the City of Vancouver is that we are now required to provide all of our unionized employees with statutory holiday pay for NDTR, even though we “meet or exceed” the ESA’s statutory holiday provision.

As September 30, 2023 falls on a Saturday, the City will recognize October 2, 2023 as the day that will be provided to employees with pay. This decision aligns with other municipalities. Regular employees who work on a paid holiday are paid at overtime rates and are entitled to another day off with pay. Regular employees who are not required to work on a paid holiday receive a day off with pay.

**Financial Impact:**

The direct cost of premium pay for those employees who are required to work on the statutory holiday is estimated at \$0.5 million. This cost was not included in the 2023 budget and would be funded from the general revenue stabilization reserve. In 2024 and beyond it would need to be included in the budget. In addition to those direct costs, for some service areas the additional day off may led to an increase in work backlog which may reduce service levels or require additional staffing or overtime to address backlog. These costs have not been quantified.

City Group (in \$ millions)	Premium Pay
Citywide (excluding Vancouver Public Library and Public Safety)	\$0.1
Vancouver Fire & Rescue	\$0.0
Vancouver Public Library	\$0.0
Vancouver Police Department	\$0.4
<b>Total</b>	<b>\$0.5</b>

Should you have any follow-up questions on this matter, please feel free to reach out to me directly.



Paul Mochrie  
City Manager

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