

National Day of Mourning – September 19th

Special Council Meeting – September 14th

What is it and to Whom Does it Apply?

- Prime Minister Justin Trudeau announced that Monday, September 19, 2022 will be a federal holiday and a day of mourning as Queen Elizabeth II is buried in the U.K.
- This is 1-time holiday
- This day will be observed on September 19th, 2022
- It is a declared holiday for federal government employees only

Our Workforce

- Based on the current collective agreement wording, all 4 unions will be entitled to this day as a holiday.
- Non-union employees are not automatically entitled to the day.

When developing options – what was considered?

- Collective agreement entitlements
- Costs
- City Service provisions
- Whole employer approach

Options

- **Option 1**

- Provide September 19th as a declared holiday to unionized employees only based on collective agreement wording.
- Some unionized employees will still be required to work in order to provide services and they will be compensated accordingly.

- **Option 2**

- Provide September 19th as a declared holiday to all employees (union & non-union) on the actual day
- Close services except for those indicated in the presentation

Option to be Adopted

- Option #2 – Provide September 19th as a declared holiday for all employees.
 - Providing staff with the opportunity to observe the funeral and mourn
 - Additional direct costs for the 2022 budget: \$244,389

Service Impacts – 2022 TBD

Administrative Offices	Closed
-Halton Court Services	-Remain open with a skeleton crew
Engineering Services	-Skeleton crew deployed for construction contracts, all else closed.
Fire	-No service impact, will be paid out as per the collective agreement in December.
Roads and Parks Forestry	-No customer service impacts, routine road and parks maintenance and cemetery services (excluding garbage pick-ups, washroom cleaning and road patrol) will be paused.
Recreation Community and Culture	-Services as planned – rentals and programs – alternatively facilities and programs to not start until after the funeral.
Transit	-Regular service will be provided
Transportation	-Crossing Guard service will remain as planned -Traffic Signal Crews will be 'on-call' to deal with emergencies -All other services will be paused