



**Date: February 3, 2011**

## **City Council Committee Report**

**To: Mayor & Council**

**Fr: Sharen McDowall, Human Resources Manager**

**Re: City of Kenora Non-Union Vacation - Paid Holidays**

### **Recommendation:**

That Council hereby approved the City of Kenora Non-Union Vacation – Paid Holidays Policy #HR-3-3; and further

That Council give three readings to a by-law to amend the Comprehensive Policy Manual for this purpose.

### **Background:**

On October 12<sup>th</sup>, 2007, the Ontario Provincial Government filed a Regulation (Ontario regulation 547/01), creating Family Day to be observed as the ninth public holiday under the Employment Standards Act 2000(ESA). Family Day is observed on the third Monday in February.

Family Day was approved for CUPE in 2008 and amended in the Collective Agreement during the 2009 negotiations. Similar with IBEW, Family Day was approved and amended during negotiations.

Family Day has been recognized by the City therefore the non-union policy is being amended.

### **Communication Plan/Notice By-law Requirements:**

Policy will be circulated to all staff and updated on the City Portal.