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## New Holiday for Federally Regulated Employers: National Day for Truth and Reconciliation

*Bill C-5, An Act to amend the Bills of Exchange Act, the Interpretation Act and the Canada Labour Code (National Day for Truth and Reconciliation)* received royal assent on June 3, 2021 introducing a new federal statutory holiday, the National Day for Truth and Reconciliation.

The Bill, which was first introduced September 29, 2020, intended to create a new national day to honour survivors, their families and communities, and to ensure that public commemoration of the tragic and painful history and legacy of residential schools remains a vital component of the reconciliation process.

The National Day for Truth and Reconciliation will be observed on September 30<sup>th</sup> beginning in 2021 and every calendar year thereafter.

This new statutory holiday only applies to federally regulated employers subject to the *Canada Labour Code*.

For purposes of clarity, federally regulated industries include, but are not limited to, banks, air and railway transportation, radio and television broadcasting, and telephone and cable systems. These industries cover approximately six percent of Canadian employees.

If you are unsure whether these changes apply to your business, please do not hesitate to contact Client Care to speak with an Advisor.

If you have any questions regarding the new obligations with respect to federal statutory holidays, please do not hesitate to reach out to speak with an e2r™ Advisor.

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