



July 12, 2021

To: REGIONAL VICE PRESIDENTS
BRANCHES & FACILITIES

National Day for Truth and Reconciliation

The House of Commons passed Bill C-5 on May 28, 2021. This Bill is an Act to amend the Bills of Exchange Act, the Interpretation Act and the Canada Labour Code (National Day for Truth and Reconciliation).

The Act is a response to the Truth and Reconciliation Commission of Canada's call to action number 80 by creating a holiday called the National Day for Truth and Reconciliation. The Act honours First Nations, Inuit and Métis Survivors and their families and communities to ensure that public commemoration of their history and the legacy of residential schools remains a vital component of the reconciliation process.

The National Day for Truth and Reconciliation will be observed by the federal government and federally regulated workplaces every year, starting on September 30, 2021.

As NAV Canada is a federally regulated workplace, per Article 28 of the Collective Agreement, all members shall be entitled to the newly recognized holiday beginning this September 2021. Accordingly, lieu leave banks will be adjusted for the current leave year. After consultations with NAV Canada, CATCA has been assured the new leave allotment will be reflected in Workday. The date these changes are to take place have yet to be communicated with the Union, but should be communicated by NAV Canada to all employees in the upcoming weeks.

28.01 **Designated Holidays**

The following days shall be designated holidays for employees:

(l) Any other day that is proclaimed by law as a national holiday.

28.03 **Lieu Leave**

(a) On April 1 of each year, an employee shall be credited with ~~eighty-eight (88)~~ ninety-six (96) hours of lieu leave.

CATCA supports this important day, and we urge all members to take September 30th, or time in lieu if you are working, to support our Indigenous colleagues, family, friends and communities and reflect and take meaningful action on the importance of the T&R Commission's findings, and its 94 recommendations, going forward. Together, we can all play our part in creating a better and more inclusive workplace and society.

On Behalf of the Executive Board;

Doug Best
President

Scott Loder
Executive Vice President

THE VOICE OF CANADA'S AIR TRAFFIC CONTROLLERS | LA VOIX DES CONTRÔLEURS AÉRIENS DU CANADA