

Fact Sheet: Federal and Provincial legislation, holidays and contract language

- On June 3, 2021, through Bill C-5, the Canadian Federal Government declared Sept. 30 as a National Day for Truth and Reconciliation, and they have added this day to the list of General Holidays. Currently this new statutory holiday is mandatory for all federally-regulated workplaces. <https://www.canada.ca/en/services/jobs/workplace/federally-regulated-industries.html>
- While our Federal Government and our Provincial Government do share most statutory holidays, they are separate from one another. A majority of Manitoba's private workforce is provincially regulated, meaning that without our provincial government declaring this day as a statutory holiday, workplaces are not required to participate in the day, and many private-sector workers will have to remain at work with no holiday pay to compensate, or any opportunity to participate.
- Our provincial government has made little to no meaningful action for this day, since Union Collective Agreements were already giving civil servants and teachers the day off.
- We do not have the specific contract language for other unions, but in a UFCW Local 832 Collective Agreement the contract-language will list the holidays that are general holidays, and then including an important line that states:

“and any other days declared by the Federal or Provincial Government.”

- Not all UFCW 832 workplaces have the proper language that will give workers the day off, but all workplaces are required to follow provincial legislation.
- With the most recent changes to the Retail Business Holiday Closing Act, stores can remain open for all stat holidays in Manitoba. Stores would likely remain open, however full-time employees would get the day off and part-time employees would be entitled to holiday pay.