



September 21, 2022

REMINDER NOTICE - ALBERTA
National Day for Truth and Reconciliation

On August 3, 2021, the Government of Canada's 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)* (the "NDTR Act") came into force. The NDTR Act established a new federal holiday called the "National Day for Truth and Reconciliation" which is observed on September 30th of each year.

The NDTR Act only applies to federally regulated employers that are subject to Part III of the Canada Labour Code unless:

1. The applicable Province amends its provincial legislation to make the National Day for Truth and Reconciliation a 'recognized' holiday; or
2. **A contractor is bound by a collective agreement that requires it to recognize newly proclaimed federal holidays.**

The BCA of Alberta/IBB Local 146 Collective Agreement(s) language includes provisions that allow for the addition of a new holiday per the following "Recognized Holiday" article excerpt, "...*And any other Holiday(s) that may be proclaimed by Federal or Provincial Governments during the life of this Agreement.*"

Based upon advice from legal counsel on the BCA of Alberta/IBB Local 146 Collective Agreement language, given that the National Day for Truth and Reconciliation is a "*holiday proclaimed by the Federal Government*", there is an obligation under the BCA of Alberta and IBB Local 146 Collective Agreement(s) to recognize the National Day for Truth and Reconciliation as a recognized holiday.

This obligation is applicable to both the BCA of Alberta/IBB Local 146 ICI and Maintenance Agreements.

Should you have any questions please do not hesitate to contact the BCA office.