



P.O. Box 1749
Halifax, Nova Scotia
B3J 3A5 Canada

Item No. 11.8.4

Request for Council's Consideration		
<input checked="" type="checkbox"/> Included on Agenda (Submitted to Municipal Clerk's Office by Noon Thursday)	<input type="checkbox"/> Added Item (Submitted to Municipal Clerk's Office by Noon Monday)	<input type="checkbox"/> Request from the Floor
Date of Council Meeting: July 22, 2014		
Subject: Financial Implications of Heritage Day		
Motion for Council to Consider: That Halifax Regional Council request a staff report outlining the financial implications of the provincially-mandated February holiday in terms of staffing costs, both union and non-union employees.		
Reason: The Government of Nova Scotia recently created Heritage Day, a new statutory holiday the third Monday of February. It will effect in February 2015. This new holiday will have financial implications to the municipality because: <ul style="list-style-type: none">• An employer must pay a regular day's pay to employees who are eligible for the holiday; and• An employer who schedules employees on the holiday must provide (1) a regular day's pay and (2) double time for hours worked.		
Outcome Sought: That Regional Council recognize the implications of the holiday on staffing costs so that budgets can be adjusted accordingly.		
<i>Councillor Stephen Adams</i>		<i>District 11</i>