



REPORT TO

REGULAR BOARD

RESCINDMENT OF EASTERN RITE EMPLOYEES' HOLY DAY POLICY HM 01 AND REPLACEMENT WITH NEW RELIGIOUS OBSERVANCE DAY POLICY

Not only so, but we also glory in our sufferings, because we know that suffering produces perseverance; perseverance, character; and character, hope.

Romans 5:3-4

Drafted

February 27, 2023

Lynda Coulter, Executive Superintendent of Human Resources, Leadership and Equity
Jacob Schlosser, Legal Counsel

Meeting Date

March 23, 2023

RECOMMENDATION REPORT

Vision: *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

Mission: *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne
Director of Education

Adrian Della Mora
Associate Director of Academic
Affairs & Chief Operating Officer

Derek Boyce
Associate Director of Corporate
Services and Chief Commercial Officer

Ryan Putnam
Chief Financial Officer and Treasurer

A. EXECUTIVE SUMMARY

This report recommends this rescindment of the Eastern Rite Employee's Holy Days Policy HM 01 and its replacement with a new policy, Religious Observance Days.

The cumulative staff time required to prepare this report was 5 hours.

B. PURPOSE

This Report is on the Order Paper of the Governance and Policy Committee pursuant to the policy review schedule.

C. BACKGROUND

1. Since 1970, the TCDSB has recognized the religious diversity of its employees with the provision of two paid days for religious observance of two holy days for employees who are members of the Eastern Rite Orthodox Church in place of Good Friday and Christmas Day. These two days are recognized province wide as public holidays for all employees regardless of religious denomination. (*Employment Standards Act, 2000*)
2. As the composition of the Board's non-academic workforce has changed over time to reflect the diversity of the City of Toronto, the TCDSB employs some employees that are not Catholic nor are they members of the Eastern Rite denomination of Catholicism. These employees may celebrate other Holy Days depending on their religion.
3. Employees of different faiths have referenced the Eastern Rite Employee's Holy Day policy when requesting up to two paid days for religious observance of their holy days. While their supervisors have granted the time, the process to be followed is unclear and not necessarily consistent since the employees making the request are not members of the Eastern Rite denomination.
4. The rescindment of the existing policy, which is applicable to members of only one denomination, and replacement with the new draft policy, "religious observance days" will provide clarity to all TCDSB employees of different faiths, including supervisors who are responsible for complying

with the Ontario Human Rights Code in the day-to-day management of non-academic employees.

5. Recommendations in this report were reviewed at the March 7, 2023 meeting of the Governance and Policy Committee.

D. METRICS AND ACCOUNTABILITY

The Director of Education through the Executive Superintendent of Human Resources, Leadership & Equity will implement the new Religious Observance Days policy.

E. GOVERNANCE AND POLICY COMMITTEE RECOMMENDATION

The Governance and Policy Committee recommends that the Eastern Rite Employee's Holy Days Policy HM 01, attached as **Appendix A**, be rescinded, and replaced by the new policy, Religious Observance Days, attached as **Appendix B**.