

# National Day For Truth & Reconciliation in Manitoba – Ask The Expert



**Has Manitoba passed their proposed bill to make National Truth & Reconciliation Day a statutory holiday?**

The Government of Canada recently put forward a bill to make September 30<sup>th</sup> a statutory holiday in many provinces including Manitoba, meaning all employees get that day off from work.

## **QUESTION**

I am a provincially regulated Manitoban employer. I know the Manitoba Government put forward a bill to make September 30<sup>th</sup> a general holiday. Does this essentially mean that it will be passed?

## **ANSWER**

Yes, the bill was passed and September 30<sup>th</sup> is now a statutory holiday in Manitoba and provinces across Canada.

## **EXPLANATION**

Prior to July 2024, there was a bit of confusion regarding whether or not Truth & Reconciliation Day (also known as the National Day For Truth & Reconciliation) was a statutory holiday in Manitoba. It was previously classified as an optional observance in many provinces, like Boxing Day, but was not an official statutory holiday. This means that it was at the business' discretion whether or not they chose to observe it.

As of the time of this post – September 2024 – a bill made it to the front of the House to make Truth & Reconciliation Day an official stat holiday, and it received royal assent, meaning it was passed.

Upon its passing, Bill 4 made amendments to the Employment Standards Code (ESC) and The Interpretation Act to make the National Day For Truth & Reconciliation, or "Orange Shirt Day", a statutory holiday in Manitoba and many other provinces to be observed on September 30 as a paid general holiday.

This holiday applies to all provincially regulated employers in the province and you should plan to have your workplace closed in accordance with Orange Shirt Day on September 30<sup>th</sup>.

Learn more about the statutory holidays occurring in Manitoba and Canada-wide during 2024 [here](#).