

From: Tanner, Michael A LBR:EX
To: Clark, Ben TAC:EX; Graham, Tom J TAC:EX
Subject: Family Day
Date: Friday, February 9, 2018 1:16:54 PM
Importance: High

Hi Ben and Tom – update on Family Day, if you haven't heard.
<https://news.gov.bc.ca/releases/2018PREM0018-000188>

From: Hughes, Trevor LBR:EX
To: Blakely, John H LBR:EX; Basi, Selena LBR:EX; Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Cc: Birnie, Kayla LBR:EX
Subject: Well then....
Date: Friday, February 9, 2018 1:05:30 PM
Importance: High

And then this happened. Had no idea until I saw the release.

s.13

<https://news.gov.bc.ca/releases/2018PREM0018-000188>

From: [Tanner, Michael A LBR:EX](#)
To: [Basi, Selena LBR:EX](#)
Subject: FW: Tweet: Family Day mention at event
Date: Thursday, February 8, 2018 6:04:27 PM
Attachments: [image001.png](#)

Here is the tweet...sorry for delay in responding.

From: Hughes, Trevor LBR:EX
Sent: Thursday, February 8, 2018 11:24 AM
To: Tanner, Michael A LBR:EX; Blakely, John H LBR:EX; Ayers, Jake LBR:EX
Subject: Fwd: Tweet: Family Day mention at event
Trevor Hughes.
Deputy Minister, Ministry of Labour.
(250) 508-4273.

----- Original message -----

From: "Wey, Melody GCPE:EX"
Date: 2018-02-08 11:23 AM (GMT-08:00)
To: "McCaffrey, Julianne GCPE:EX" , "Cooling, Karen LBR:EX" , "Hughes, Trevor LBR:EX"
Subject: Tweet: Family Day mention at event



From: [Hughes, Trevor LBR:EX](#)
To: [Blakely, John H LBR:EX](#)
Cc: [Basi, Selena LBR:EX](#); [Tanner, Michael A LBR:EX](#)
Subject: RE: Family day
Date: Thursday, February 8, 2018 4:48:49 PM

Top quality – thank you. APPROVED. I will send to the MO now.
Great work.

From: Blakely, John H LBR:EX
Sent: Thursday, February 8, 2018 4:25 PM
To: Hughes, Trevor LBR:EX
Cc: Basi, Selena LBR:EX; Tanner, Michael A LBR:EX
Subject: FW: Family day

Trevor, here is a draft decision note on Family Day for your review and approval. s.13
s.13, but we can change that if appropriate.

Thanks

From: Tanner, Michael A LBR:EX
Sent: Thursday, February 8, 2018 4:22 PM
To: Blakely, John H LBR:EX
Subject: RE: Family day

Changes all accepted. Thanks.

From: Blakely, John H LBR:EX
Sent: Thursday, February 8, 2018 4:16 PM
To: Tanner, Michael A LBR:EX
Subject: FW: Family day

Michael, one comment and a couple of small edits for your consideration. Thanks

From: Tanner, Michael A LBR:EX
Sent: Thursday, February 8, 2018 4:01 PM
To: Blakely, John H LBR:EX
Subject: FW: Family day

John - BN for your review.

From: Hughes, Trevor LBR:EX
Sent: Thursday, February 8, 2018 11:49 AM
To: Basi, Selena LBR:EX; Blakely, John H LBR:EX; Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Cc: Birnie, Kayla LBR:EX
Subject: Family day

All....in light of PJH comment at presser on above, we have been asked to submit a session BN on the issue by 5pm.

Can someone draft? Thanks.

T.

From: [Blakely, John H LBR:EX](#)
To: [Hughes, Trevor LBR:EX](#)
Cc: [Basi, Selena LBR:EX](#); [Tanner, Michael A LBR:EX](#)
Subject: FW: Family day
Date: Thursday, February 8, 2018 4:24:56 PM
Attachments: [54977 Family Day - Decision BN.docx](#)

Trevor, here is a draft decision note on Family Day for your review and approval. s.13
s.13 but we can change that if appropriate.

Thanks

From: Tanner, Michael A LBR:EX
Sent: Thursday, February 8, 2018 4:22 PM
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Subject: FW: Family day
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To: Basi, Selena LBR:EX; Blakely, John H LBR:EX; Tanner, Michael A LBR:EX; Ayers, Jake LBR:EX
Cc: Birnie, Kayla LBR:EX
Subject: Family day
All....in light of PJH comment at presser on above, we have been asked to submit a session BN
on the issue by 5pm.
Can someone draft? Thanks.
T.

MINISTRY OF LABOUR
DECISION NOTE

Cliff #: 54977

Date: February 8, 2015

PREPARED FOR: Honourable Harry Bains, Minister of Labour

ISSUE: Changing Family Day from the second Monday to the third Monday in February.

BACKGROUND:

Family Day was established as the second Monday in February based on consultations with British Columbians from across the province, as well as with educators, the tourism sector and broader business sectors. BC's first Family Day was in 2013.

All other Canadian jurisdictions with a February statutory holiday celebrate it on the third Monday in February. President's Day in the United States is also on the third Monday.

DISCUSSION:

Certain sectors, especially tourism, support having BC's Family Day on the second Monday because they benefit from two distinct long weekends. They can attract customers from within BC on the second Monday and tourists from outside the province on the third Monday. The Canada West Ski Areas Association estimates incremental visitor spending at BC ski hills on Family Day 2016 to be \$7 to \$10 million. The Greater Vancouver Board of Trade and the BC Chamber of Commerce fully support the current timing of BC's Family Day on the basis of the benefit to the tourism and resort economy.

Since 2013, however, others have expressed support for moving BC's Family Day to the third Monday to align with the holiday in other jurisdictions. Some examples:

- According to an online survey, independently conducted by Insights West from Oct.31 to Nov. 2, 2017, most British Columbians (71%) were in favour of changing B.C.'s Family Day to the third Monday of February.
- The Surrey Board of Trade is very supportive of the proposal to align Family Day with other provinces, stating that *"we have heard from our members, particularly those that have business connections and clients throughout Canada, that they experience difficulties that have a financial impact... we believe the economic benefit derived from alignment will greatly assist our members and especially the*

small and medium sized businesses across the province." (Letter to Premier Horgan, Oct. 23, 2017)

- The Burnaby Board of Trade has also expressed support for moving Family Day. (Letter to Premier Horgan, Jan. 5, 2018)
- An online petition that began in 2015 to change BC Family Day from the second to the third Monday in February to align the holiday with other jurisdictions has attracted more than 20,000 signatures (see <https://www.change.org/p/unitefamilyday>). The petition argues that business owners and those who conduct business across Canada and North America are often required to work on BC Family Day.

The primary concerns with having a holiday in BC that is not consistent with the rest of the country are that businesses with multi-jurisdictional locations face operational challenges, and that families cannot unite with loved ones from outside of BC when time spent with family is the intent of the holiday.

Media has reported that the Premier is considering changing when Family Day is held in B.C., to make it harmonize with other provinces.

A Regulation is required to change the timing of Family Day in February.

OPTIONS:

1. Move Family Day to the third Monday in February starting in 2019.

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ATTACHMENTS:

Approved / Not Approved	Date:
Minister's Signature:	

DM Contact: Trevor Hughes, 250-356-1346

Prepared by: Michael Tanner, Director, Labour Policy and Legislation Branch

Reviewed by			
Dir: Michael Tanner	ED: John Blakely	ADM: N/A	DM: Trevor Hughes

From: [Tanner, Michael A LBR:EX](#)
To: [Graham, Tom J TAC:EX](#)
Subject: RE: Tourism EN - Family Day.docx
Date: Monday, January 22, 2018 5:17:34 PM
Attachments: [Tourism EN - Family Day.docx](#)

Hi Tom. I just have one comment in the document for you.

Michael

From: Graham, Tom J TAC:EX
Sent: Monday, January 22, 2018 1:58 PM
To: Tanner, Michael A LBR:EX
Subject: Tourism EN - Family Day.docx

Hi Michael, no rush, but if you can review and comment on any inconsistencies it would be appreciated.

I've hazarded a Q&As text dump at the end of the draft note for reformatting later.

I'm looking at Estimates now, s.22

s.22

Tom

DRAFT 2018/19 Estimates Note Advice to the Minister

Ministry: Ministry of Tourism, Arts and Culture
Minister Responsible: Hon. Lisa Beare

Title: Family Day Change

Revised: DRAFT January 18, 2018

Issue: Aligning BC Family Day with other Provincial Jurisdictions

Response:

- The spirit of Family Day is to bring friends and families together.
- BC is the only Canadian jurisdiction that has a statutory holiday on the second Monday in February.
- This makes it difficult for many families and businesses to coordinate their activities.
- We have heard from many families and businesses that the change will be welcome.
- We understand that some industries in the tourism sector will be impacted by this decision.
- We absolutely value the tourism sector and its important contribution to our economy.
- Through Destination BC, we are committed to marketing British Columbia around the globe as a year round destination.
- I support my colleague at the Ministry of Labour for efforts to engage British Columbians, including businesses in travel and tourism.
- This will ensure a smooth transition and a timeline for implementation that works.

Background/Status:

- The Family Day Act is administered by the Ministry of Labour and provides for a holiday in February to be prescribed by regulation.
- The Premier has stated that Family Day will be changed to align with other provinces.
- Alberta, Saskatchewan, Ontario, Manitoba, Nova Scotia and Prince Edward Island provide a statutory holiday on the third Monday in February.
- In the United States, the Presidents' Day holiday is also on the third Monday.
- As of January 22, 2018, Family Day remains the second Monday in February. [update and revise]

Support for the Status Quo (BC's Family Day Celebrated on 2nd Monday in February)

- Support for the status quo is usually based on benefits to tourism industry businesses that can improve their sales over two distinct long weekends.

DRAFT 2018/19 Estimates Note Advice to the Minister

Ministry: Ministry of Tourism, Arts and Culture
Minister Responsible: Hon. Lisa Beare

- The Tourism Industry Association of BC and the Canada West Ski Areas Association support BC's existing date for Family Day, along with the Vancouver Board of Trade and the BC Chambers of Commerce.
- The Canada West Ski Areas Association estimates incremental visitor spending at BC ski hills on Family Day 2016 to be \$7 to \$10 million.

Support for Change (Align Family Day with other Provincial Jurisdictions)

- Most economists, other industry sectors, and many families agree that coordinating the holiday with the rest of the country has greater benefit to the people of the province.
- Support for aligning Family day with other provinces is usually based on consideration for those with business and family ties in other jurisdictions who can coordinate their leisure or business activities.
- Both the Surrey and Burnaby Board of Trade have made this argument and support the change.
- An online petition, attributed to Mr. Andrew Johns, began in 2015 to change BC Family Day from the second to the third Monday in February has attracted more than 20,000 signatures.
- This petition argues that federal employees, business owners and those who conduct business across Canada and North America are often required to work on BC Family Day.
- CBC has a separate on-line poll in which 65% of the over 7,000 votes to date are in favour of moving Family Day to the third Monday.

Potential Q&As

Q. Why is the Minister for tourism supporting this?

A. The idea of Family Day is to bring friends and families together and we have to keep this top of mind when making this decision. There are several reasons.

- Because B.C.'s holiday is inconsistent with the rest of the country.
- Because businesses with multi-jurisdictional locations^{s.13} are having operational challenges.
- Because it is more difficult for families to unite with loved ones from outside of B.C., which is counter to the intent of the holiday.

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**DRAFT 2018/19 Estimates Note
Advice to the Minister**

Ministry: Ministry of Tourism, Arts and Culture
Minister Responsible: Hon. Lisa Beare

s.13

Contact:

Claire Avison	Assistant Deputy Minister	Tourism and Creative Sectors Policy Division	250 356-0826
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From: [Tanner, Michael A LBR:EX](#)
To: [McCaffrey, Julianne GCPE:EX](#)
Subject: FW: Family Day Policy Change and Tourism
Date: Wednesday, January 3, 2018 12:40:00 PM
Attachments: [IN FamilyDay Impact Tourism withLabourIN Nov2017 FINAL.DOCX](#)
Importance: High

Hi Jules – Is the labour issue note at the end of this attachment (last 3 pages) our most current IN on Family Day? [You can respond after your minimum wage rush is over.]

From: Clark, Ben TAC:EX
Sent: Wednesday, January 3, 2018 10:11 AM
To: Tanner, Michael A LBR:EX
Subject: RE: Family Day Policy Change and Tourism
Importance: High

Hi Michael,

Are there any updates to the family day note and messaging you can share, especially in regards to timelines?

I am coordinating estimates follow up for our DM this week and one of the requests is to “**provide a timeline for the Family Day date change**”.

Thanks very much,

Ben

250-356-5632

From: Tanner, Michael A LBR:EX
Sent: Tuesday, November 7, 2017 4:42 PM
To: Clark, Ben TAC:EX
Cc: Mattock, Amber TAC:EX; Johnson, Tania N TAC:EX; Blakely, John H LBR:EX; Webb, Jennifer LBR:EX
Subject: FW: Family Day Policy Change and Tourism

Hi Ben – Thanks for connecting with me and sharing Tourism’s note. We will loop your ministry in with any consultation plans or messaging changes re: Family Day.

Michael

Michael Tanner

Director

Labour Policy and Legislation Branch

Ministry of Labour

[British Columbia]

Phone: (250) 356-7264

Fax: (250) 356-5186

E-mail: Michael.Tanner@gov.bc.ca

From: Clark, Ben TAC:EX
Sent: Tuesday, November 7, 2017 4:25 PM
To: Tanner, Michael A LBR:EX
Cc: Mattock, Amber TAC:EX; Johnson, Tania N TAC:EX
Subject: Family Day Policy Change and Tourism

Hi Michael,

Thank you for providing me with info about the current messaging and timelines around possible changes to BC Family Day. At this point, s.13, and the tourism sector will be engaged in consultation” is consistent with what we have been saying.

Attached is a set of issues notes from Labour and Tourism that you may be familiar with.

Please loop in my Director, Amber Mattock on any plans for consultation or changes to the messaging in the future.

Thanks again,

Ben Clark

Senior Policy Analyst

Tourism & Creative Sectors

T: 250-356-5632

ben.clark@gov.bc.ca

PO Box 9809 Stn Prov Govt

Victoria BC V8W 9W1

ADVICE TO MINISTER

**CONFIDENTIAL
ISSUES NOTE**

Ministry of Tourism, Arts and Culture
Date: November 2, 2017
Minister Responsible: Minister Lisa Beare

Family Day Change: Tourism

Suggested response:

- The spirit of Family Day is to bring friends and families together.
- Our government's consideration of aligning the Family Day holiday with other provinces across the country is being looked at in this spirit.
- We absolutely value the tourism sector and its important contribution to our economy.
- We understand that some industries in the tourism sector will be impacted by this decision.
- Through Destination BC, we are committed to marketing British Columbia around the globe as a year round destination.

If pressed on why:

- The idea of Family Day is to bring friends and families together and we have to keep this top of mind when making this decision.
- Because B.C.'s holiday is inconsistent with the rest of the country:
 - Businesses with multi-jurisdictional locations, banks and federal agencies are having operational challenges; and
 - It is more difficult for families to unite with loved ones from outside of B.C., which is counter to the intent of the holiday.

ADVICE TO MINISTER

If asked how this will hurt tourism/ski industry:

- We value the tourism sector and its important tremendous contribution to our economy.
- We recognize any date change may have potential financial impacts on the ski industry.
- The spirit of Family Day is to bring friends and families together.
- We will continue to work closely with Destination BC to market the ski resort industry and the tourism sector around the globe.

BACKGROUND:

Media has reported that the Premier is considering changing when Family Day is held in B.C., to make it harmonize with other provinces.

An online petition began in 2015 to change B.C. Family Day from the second to the third Monday in February, aligning the BC holiday with other jurisdictions. This petition has attracted more than 20,000 signatures (see <https://www.change.org/p/unitefamilyday>). The petition argues that federal employees, business owners and those who conduct business across Canada and North America are often required to work on B.C. Family Day.

Other jurisdictions:

- BC is the only Canadian jurisdiction that has a statutory holiday on the second Monday in February.
- Alberta, Saskatchewan, Ontario, Manitoba, Nova Scotia and Prince Edward Island provide a statutory holiday on the third Monday in February.
- In the United States, the Presidents' Day holiday is also on the third Monday.

Supporters of Harmonizing Family Day with Other Provinces

Supporters in the past of the push to change the B.C. Family Day timing include: David Eby (MLA, Vancouver Point Grey), Andrew Weaver (MLA, Oak Bay-Gordon Head), Andrew Johns (entrepreneur), and Som Seif (President & CEO, Purpose Investments).

The Surrey Board of Trade is supportive of the proposal to align Family Day with other provinces, stating that "we have heard from our members, particularly those that have business connections and clients throughout Canada, that they experience difficulties that have a

ADVICE TO MINISTER

financial impact... we believe the economic benefit derived from alignment will greatly assist our members and especially the small and medium sized businesses across the province.” (Letter to Premier Horgan, Oct. 23, 2017).

Burnaby Board of Trade is also supportive and has stated: “For companies which conduct business in other parts of Canada or in the United States this misalignment of holidays can create a barrier to commerce and trade and can be a significant inconvenience.”

Public Requests to Harmonize BC Family Day with Other Provinces:

- Each year around Family Day, government receives letters and emails from a few individual British Columbians requesting that Family Day be changed to the third Monday in February.
- The Surrey Board of Trade recently submitted a written request to change the day. The B.C. Chamber of Commerce’s recently published 2015-16 Policy and Positions Manual contains no position on the subject.
- An on-line petition to change the day, which was started in 2015, has over 18,000 signatures to date. CBC has a separate on-line poll in which 65% of the over 7,000 votes to date are in favour of moving Family Day to the third Monday.
- The principle reason cited for the change is to align BC with other jurisdictions that have a statutory holiday on the third Monday in February. This would enable family members and friends in different jurisdictions to celebrate a holiday together. As well, businesses that operate inter-jurisdictionally would not have to work on Family Day because other jurisdictions are celebrating their holiday on the same day.

Opponents of Harmonizing Family Day with Other Provinces

In our portfolio, notably both TIABC and the Canada West Ski Areas Association are opposed to changing the date to harmonize with other provinces. TIABC has launched an advocacy campaign asking people to send letter to Premier Horgan.

<http://www.tiabc.ca/advocacy-policy-development/bctourismmatters/b-c-family-day-sign-support-letter/>

As you’ll see in the news article in the background below, CWSAA President Christopher Nicholson says his organization’s members “definitely support the current date for both economic and social reasons.”

The Greater Vancouver Board of Trade and the BC Chamber of Commerce support the current timing of B.C.’s Family Day, as they recognize the benefit to the tourism and resort economy to have a distinct week. Their view is that this enables tourism and ski resort businesses to host tourists from other provinces one week, and British Columbians another – extending holiday weekends over two weeks instead of one, generating more revenue and economic benefits across two weekends.

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Advantages of Second Monday for British Columbians:

- The second Monday in February provides BC residents a holiday when ski resorts, other attractions, highways and ferries may not be as crowded.
- With out-of-province visitors coming on the third Monday, BC's holiday on the second Monday provides local businesses with the economic benefits of two long weekends.
- The Canada West Ski Areas Association estimates incremental visitor spending at BC ski hills on Family Day 2016 to be \$7 to \$10 million.

History of Family Day

B.C. Family Day was established as the second Monday in February based on consultations with British Columbians from across the province. The first B.C. Family Day was celebrated in 2013.

The consultation received more than 31,000 votes and 3,000 comments were received through the web poll component of the public engagement regarding the date preference (between holding the holiday the second or third Monday in February). Of those that expressed a preference, almost twice as many supported the second Monday of February. The Province also consulted with educators, the tourism and broader business sector to understand the economic and social impacts and benefits to their areas.

*Note: Some key messages in this document originated from the Ministry of Labour and Ministry of Jobs, Trade and Technology.

Reasons given by Previous Gov't for BC Family Day on different date than the rest of Canada

The *Family Day Act* (Bill 53) received Royal Assent on May 31, 2012. Bill 53 allowed for the observation of Family Day to commence in February of 2013, on a date to be set by regulation. Setting the date by regulation allowed Government to consult with British Columbians prior to confirming the timing of the statutory holiday.

Government undertook a public engagement process in May 2012. British Columbians were asked to provide input into whether they preferred the second or third Monday of February for Family Day. The web poll component of the Family Day website received over 31,000 selections, along with over 3,000 comments. Of those who expressed a preference, almost twice as many supported the second Monday in February.

Also in May 2012, Government engaged in consultations with various business and industry stakeholders, as well as school superintendents. The ski and tourism sectors expressed strong support for the second Monday of February.

ADVICE TO MINISTER

Based on the results of the public engagement and business and industry consultation, a decision was made to hold the holiday on the second Monday of February.

Quotes from Tourism & Ski Resort letters to Former Government in 2013:

Dave Brownlie, President and CEO, Whistler Blackcomb: “BC Family Day has enabled families to enjoy a unique BC experience without competing with other long weekend traffic, particularly from the U.S. and Alberta.”

Barrett Fisher, President and CEO, Tourism Whistler: “Moving to an already busy weekend also limits a resort’s ability to provide special Family Day offers for B.C. residents, so would not increase room nights and revenues for the province.”

Steve Paccagnan, Chair, Canada West Ski Areas Association: “Many BC Ski Resorts experienced near capacity or sold-out accommodations during the 2016 BC Family Day weekend. This generates strong incremental revenues to our BC ski areas, plus the thousands of people who work in mountain accommodation, restaurant, retail, transportation and supporting industries.”

Latest News Article re Ski Industry Reaction to Moving FAMILY DAY

MLA Clovechok, Ski Association not in favour of changing Family Day

Kimberley Daily Bulletin

Monday, October 30, 2017

By Carolyn Grant-1

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Other Background:

<p style="text-align: center;">CONFIDENTIAL ISSUES NOTE</p> <p>Ministry of Labour Date: Oct. 23, 2017 Minister Responsible: Harry Bains</p>	<p style="text-align: center;">Petition to Change BC Family Day Date</p>
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ADVICE AND RECOMMENDED RESPONSE:

- The Premier has stated that we will change Family Day to line up with other provinces.
- I have heard from many families and businesses that the change will be welcome.
- This change will mean people can plan time with friends and family in other provinces, and businesses who have employees located in different provinces will find efficiencies by having the holidays aligned.
- Changes are not being considered for 2018, but we will be looking at a timeline that works for British Columbians.
- We will be consulting with stakeholders about how to make this transition smoothly, including stakeholders in travel and tourism.

IF PRESSED ON WHY

- Choosing the date of BC Family Day was done five years ago, but over time we've seen that there are significant implications to a unique date.
- Because BC's holiday is not consistent with the rest of the country:
 - Businesses with multi-jurisdictional locations, banks and federal agencies are having operational challenges; and

ADVICE TO MINISTER

- **Families can't unite with loved ones from outside of BC; which of course, time spent with family is the intent of the holiday.**
- **There are certain sectors, such as tourism, that benefit from two distinct long weekends, but every other sector, economists and many families agree that the coordinating the holiday with the rest of the country has greater benefit to the people of the province.**

If asked about how this will hurt tourism/ski industry:

- **We absolutely value the tourism sector and its important contribution to our economy.**
- **But we also value small business and other industries that are experiencing challenges as a result of BC not coordinating with the rest of the country.**
- **We must also value the intent of family day and ensure families can actually get together on the holiday, including those who work for employers with operations in multiple jurisdictions (such as Alberta) and have to take a different holiday than designated in BC or can't unite with family outside of BC over the long weekend.**

BACKGROUND:

A online petition began in 2015 to change BC Family Day from the second to the third Monday in February to align the holiday with other jurisdictions has attracted more than 20,000 signatures (see <https://www.change.org/p/unitefamilyday>). The petition argues that federal employees, business owners and those who conduct business across Canada and North America are often required to work on BC Family Day.

Supporters in the past of the push to change the BC Family Day timing include: David Eby (MLA, Vancouver Point Grey), Andrew Weaver (MLA, Oak Bay-Gordon Head), Andrew Johns (entrepreneur), Som Seif (President & CEO, Purpose Investments).

ADVICE TO MINISTER

The Greater Vancouver Board of Trade fully supports the current timing of B.C.'s Family Day as they recognize the benefit to the tourism and resort economy to have a distinct week (essentially, hosting tourists from other provinces one week, and British Columbians another – extending holiday weekends over two weeks instead of one).

However, the Surrey Board of Trade is very supportive of the proposal to align family day with other provinces, stating that **“we have heard from our members, particularly those that have business connections and clients throughout Canada, that they experience difficulties that have a financial impact... we believe the economic benefit derived from alignment will greatly assist our members and especially the small and medium sized businesses across the province.”** (Letter to Premier Horgan, Oct. 23, 2017)

BC Family Day was established as the second Monday in February based on consultations with British Columbians from across the province. The first BC Family Day was celebrated in 2013.

BC received more than 30,000 votes and 3,000 comments regarding the date preference (between holding the holiday the 2nd or 3rd Monday in February). The Province consulted with educators, the tourism and broader business sector to understand the economic and social impacts and benefits to their areas.

From: [Clark, Ben TAC:EX](#)
To: [Tanner, Michael A LBR:EX](#)
Subject: RE: LBR - Family Day Date Change - IN - Nov 09 2017
Date: Wednesday, January 3, 2018 4:48:31 PM

Great, thanks Michael.

I appreciate the follow-up.

Ben

250-356-5632

From: Tanner, Michael A LBR:EX
Sent: Wednesday, January 3, 2018 4:44 PM
To: Clark, Ben TAC:EX
Subject: FW: LBR - Family Day Date Change - IN - Nov 09 2017

Hi Ben – here is our latest Issue note on Family Day. Message still essentially the same as what you had.

Michael

From: McCaffrey, Julianne GCPE:EX
Sent: Wednesday, January 3, 2018 1:13 PM
To: Tanner, Michael A LBR:EX
Subject: LBR - Family Day Date Change - IN - Nov 09 2017

Generally the same, but I note a more recent date.

From: [Tanner, Michael A LBR:EX](#)
To: [Clark, Ben TAC:EX](#)
Subject: FW: LBR - Family Day Date Change - IN - Nov 09 2017
Date: Wednesday, January 3, 2018 4:43:00 PM
Attachments: [LBR - Family Day Date Change - IN - Nov 09 2017.docx](#)

Hi Ben – here is our latest Issue note on Family Day. Message still essentially the same as what you had.

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From: McCaffrey, Julianne GCPE:EX
Sent: Wednesday, January 3, 2018 1:13 PM
To: Tanner, Michael A LBR:EX
Subject: LBR - Family Day Date Change - IN - Nov 09 2017
Generally the same, but I note a more recent date.

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CONFIDENTIAL ISSUES NOTE

Ministry of Labour
Date: Nov. 9, 2017
Minister Responsible: Harry Bains

Petition to Change BC Family Day Date

ADVICE AND RECOMMENDED RESPONSE:

- The Premier has stated that we will change Family Day to line up with other provinces.
- I have heard from many families and businesses that the change will be welcome.
- This change will mean people can plan time with friends and family in other provinces, and businesses who have employees located in different provinces will find efficiencies by having the holidays aligned.
- Changes are not being considered for 2018, but we will be looking at a timeline that works for British Columbians.
- We will be engaging British Columbians to ensure this is a smooth transition, including businesses in travel and tourism.

IF PRESSED ON WHY

- Choosing the date of BC Family Day was done five years ago, but over time we've seen that there are significant implications to a unique date.
- Because BC's holiday is not consistent with the rest of the country:
 - Businesses with multi-jurisdictional locations, banks and federal agencies are having operational challenges; and
 - Families can't unite with loved ones from outside of BC; which of course, time spent with family is the intent of the holiday.
- There are certain sectors, such as tourism, that benefit from two distinct long weekends, but every other sector, economists and many families agree that the coordinating the holiday with the rest of the country has greater benefit to the people of the province.

If asked about how this will hurt tourism/ski industry:

- **We absolutely value the tourism sector and its important contribution to our economy.**
- **But we also value small business and other industries that are experiencing challenges as a result of BC not coordinating with the rest of the country.**
- **We must also value the intent of family day and ensure families can actually get together on the holiday, including those who work for employers with operations in multiple jurisdictions (such as Alberta) and have to take a different holiday than designated in BC or can't unite with family outside of BC over the long weekend.**

BACKGROUND:

According to an online survey, independently conducted by Insights West from Oct.31 to Nov. 2, 2017, most British Columbians (71%) are in favour of changing B.C.'s Family Day to the third Monday of February.

Supporters in the past of the push to change the BC Family Day timing include: David Eby (MLA, Vancouver Point Grey), Andrew Weaver (MLA, Oak Bay-Gordon Head), Andrew Johns (entrepreneur), Som Seif (President & CEO, Purpose Investments).

The Greater Vancouver Board of Trade fully supports the current timing of B.C.'s Family Day as they recognize the benefit to the tourism and resort economy to have a distinct week (essentially, hosting tourists from other provinces one week, and British Columbians another – extending holiday weekends over two weeks instead of one).

However, the Surrey Board of Trade is very supportive of the proposal to align family day with other provinces, stating that **“we have heard from our members, particularly those that have business connections and clients throughout Canada, that they experience difficulties that have a financial impact... we believe the economic benefit derived from alignment will greatly assist our members and especially the small and medium sized businesses across the province.”** (Letter to Premier Horgan, Oct. 23, 2017)

A online petition began in 2015 to change BC Family Day from the second to the third Monday in February to align the holiday with other jurisdictions has attracted more than 20,000 signatures (see <https://www.change.org/p/unitefamilyday>). The petition argues that federal employees, business owners and those who conduct business across Canada and North America are often required to work on BC Family Day.

BC Family Day was established as the second Monday in February based on consultations with British Columbians from across the province. The first BC Family Day was celebrated in 2013.

B.C. received more than 30,000 votes and 3,000 comments regarding the date preference (between holding the holiday the 2nd or 3rd Monday in February). The Province consulted with educators, the tourism and broader business sector to understand the economic and social impacts and benefits to their areas.

From: [Hughes, Trevor LBR:EX](#)
To: [Basi, Selena LBR:EX](#); [Blakely, John H LBR:EX](#); [Tanner, Michael A LBR:EX](#)
Cc: [Birnie, Kayla LBR:EX](#)
Subject: FW: Letter re: Family Day
Date: Friday, January 5, 2018 10:53:21 AM
Attachments: [BBOT Letter Premier FamilyDay.pdf](#)
[Policy Bulletin FamilyDay2018.pdf](#)

FYI for Family Day discussions/deliberations when the time/direction comes.
T.

From: Cory Redekop [<mailto:cory@bbot.ca>]
Sent: Friday, January 5, 2018 10:06 AM
To: Hughes, Trevor LBR:EX
Subject: Letter re: Family Day

Good morning Mr. Hughes,

On behalf of Paul Holden, President & CEO of the Burnaby Board of Trade, I would like to submit the attached letter and bulletin regarding moving the date of Family Day on which you were cc'd.

The Burnaby Board of Trade has long advocated for aligning Family Day with the holidays of our neighbours, and as we approach the sixth year of inconvenience and inefficiency for the business community caused by the misaligned holiday, the BBOT is reiterating its call for the provincial government to align Family Day by moving its date to the 3rd Monday of February starting in 2019. We are encouraged by the Premier's recent public comments about the need to change Family Day, and urge the provincial government to make this year's holiday the last one so out-of-step with our neighbours. As the most active business networking, advocacy and economic development organization in BC's 3rd largest city, we would welcome any opportunity to engage with the government on behalf of the business community on changes to the date of Family Day. Thank you for your consideration of our thoughts on this matter.

Take care,

Cory Redekop

Manager, Policy and Stakeholder Relations

Burnaby Board of Trade

cory@bbot.ca

604-412-0100 ext 1102

#201 – 4555 Kingsway

Burnaby, BC V5H 4T8

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January 5, 2018

The Honourable John Horgan, MLA
Premier of British Columbia
PO BOX 9041 STN PROV GOVT
Victoria, BC
V8W 9E1

Dear Premier Horgan,

On behalf of the Burnaby Board of Trade and our broader business community, I am writing to you about the misalignment of BC's Family Day statutory holiday and the need for the date to be changed.

The Burnaby Board of Trade (BBOT) has long advocated for aligning Family Day with the holidays of our neighbours, and as we approach six years of inconvenience and inefficiency for the business community caused by the misaligned holiday, the BBOT is reiterating its call for the provincial government to align Family Day by moving its date to the 3rd Monday of February starting in 2019.

For companies which conduct business in other parts of Canada or in the United States, this misalignment of holidays creates a barrier to commerce and trade. When offices in BC are closed for Family Day but firms are operating in neighbouring jurisdictions, local businesses are unable to service their interprovincial or American customers. Then, come the 3rd Monday in February, the employees of those local businesses may be largely sitting idle, unable to reach those same clients who are then closed due to their own holidays.

Through consultation with our policy committee, Board of Directors, and 1,100 members, we have heard clearly that local businesses would prefer BC's Family Day be aligned with the February holidays in other jurisdictions. Enclosed with this letter is a policy statement further outlining our thoughts on the issue and highlighting the results of a survey of our members where fully 90% of respondents indicated a desire to align the holiday.

We are encouraged by your recent public comments about the need to change Family Day and would urge you to make this year's holiday the last one so out-of-step with our neighbours. As the most active business networking, advocacy and economic development organization in BC's 3rd largest city, we would welcome any opportunity to engage with your government on behalf of the business community on changes to the date of Family Day.

Sincerely,



Paul Holden
President & CEO
Burnaby Board of Trade

cc: The Honourable Harry Bains, MLA, Minister of Labour
cc: Trevor Hughes, Deputy Minister of Labour
cc: Katrina Chen, MLA, Raj Chouhan, MLA, Anne Kang, MLA, Janet Routledge, MLA

BBOT POLICY ALERT

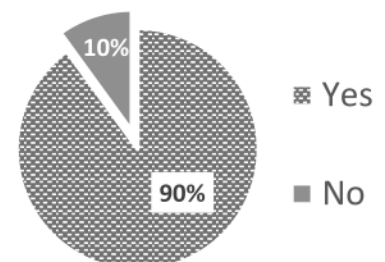
Burnaby Board of Trade Reiterates Call to Move BC's Family Day

After five years of inconvenience for the business community caused by a misaligned BC Family Day statutory holiday, the Burnaby Board of Trade (BBOT) is reiterating its call for the provincial government to align Family Day with the holidays of neighbouring jurisdictions by moving the date to the 3rd Monday of February starting in 2019.

While British Columbia has a statutory holiday (Family Day) on the 2nd Monday of February, seven other provinces observe holidays on the 3rd Monday of February, which is also a federal holiday in the United States of America. For companies which conduct business in other parts of Canada or in the United States, this misalignment of holidays can create a barrier to commerce and trade and can be a significant inconvenience. When offices in BC are closed for Family Day but firms are operating in all neighbouring jurisdictions, local businesses are unable to service their interprovincial or American customers and may be unable to capitalize on potential sales or other opportunities. Then, come the 3rd Monday in February, the employees of those same local businesses may largely be sitting idle as they are unable to reach those same clients who are then closed due to their own holiday.

A survey by the BBOT of its members on this issue generated its largest ever response and showed that, of those businesses with a preference, fully 90% preferred Family Day be moved to the 3rd Monday in February to align with the holidays in other jurisdictions.

Would you prefer Family Day be aligned with the holidays in most other Canadian provinces and the USA, which are on the 3rd Monday in February?



In addition, respondents were asked about the impact of the misalignment of Family Day on their operations: 50% of respondents reported requiring someone to work on Family Day despite the holiday to deal with customers and clients from out of province, and of those 37% had to specially open their offices on Family Day, 43% had at least some employees putting in time from home, and 54% had their owners or managers working on Family Day.

The misalignment of Family Day causes inconvenience, increased costs, and lost opportunity for businesses of many sizes and in myriad industries. From the financial services sector which still has to operate when markets in Toronto or New York are open, to the film and television industry which must stay open on Family Day to coordinate with the industry hub in California, to any company that has customers, ships product, or does business outside of BC, the misalignment of Family Day is an unnecessary inconvenience and burden to most BC businesses.

The solution to this problem is to align BC's Family Day with the February holidays of the rest of Canada and the United States which are observed on the 3rd Monday in February. Therefore, the BBOT is asking the provincial government to move Family Day and make this year's holiday the last one that is so misaligned with our neighbours.

From: [McCaffrey, Julianne GCPE:EX](#)
To: [Tanner, Michael A LBR:EX](#)
Subject: RE: Family Day Policy Change and Tourism
Date: Wednesday, January 3, 2018 1:10:31 PM

Will check!

Julianne McCaffrey
Communications Director
Ministry of Labour
Desk: 778-698-8964
Cell: 250-888-8074

From: Tanner, Michael A LBR:EX
Sent: Wednesday, January 3, 2018 12:41 PM
To: McCaffrey, Julianne GCPE:EX
Subject: FW: Family Day Policy Change and Tourism
Importance: High

Hi Jules – Is the labour issue note at the end of this attachment (last 3 pages) our most current IN on Family Day? [You can respond after your minimum wage rush is over.]

From: Clark, Ben TAC:EX
Sent: Wednesday, January 3, 2018 10:11 AM
To: Tanner, Michael A LBR:EX
Subject: RE: Family Day Policy Change and Tourism
Importance: High

Hi Michael,

Are there any updates to the family day note and messaging you can share, especially in regards to timelines?

I am coordinating estimates follow up for our DM this week and one of the requests is to “**provide a timeline for the Family Day date change**”.

Thanks very much,

Ben

250-356-5632

From: Tanner, Michael A LBR:EX
Sent: Tuesday, November 7, 2017 4:42 PM
To: Clark, Ben TAC:EX
Cc: Mattock, Amber TAC:EX; Johnson, Tania N TAC:EX; Blakely, John H LBR:EX; Webb, Jennifer LBR:EX
Subject: FW: Family Day Policy Change and Tourism

Hi Ben – Thanks for connecting with me and sharing Tourism’s note. We will loop your ministry in with any consultation plans or messaging changes re: Family Day.

Michael

Michael Tanner

Director

Labour Policy and Legislation Branch

Ministry of Labour

[British Columbia]

Phone: (250) 356-7264

Fax: (250) 356-5186

E-mail: Michael.Tanner@gov.bc.ca

From: Clark, Ben TAC:EX
Sent: Tuesday, November 7, 2017 4:25 PM

To: Tanner, Michael A LBR:EX

Cc: Mattock, Amber TAC:EX; Johnson, Tania N TAC:EX

Subject: Family Day Policy Change and Tourism

Hi Michael,

Thank you for providing me with info about the current messaging and timelines around possible changes to BC Family Day. At this point, ^{s.13}, and the tourism sector will be engaged in consultation” is consistent with what we have been saying.

Attached is a set of issues notes from Labour and Tourism that you may be familiar with.

Please loop in my Director, Amber Mattock on any plans for consultation or changes to the messaging in the future.

Thanks again,

Ben Clark

Senior Policy Analyst

Tourism & Creative Sectors

T: 250-356-5632

ben.clark@gov.bc.ca

PO Box 9809 Stn Prov Govt

Victoria BC V8W 9W1

From: [McCaffrey, Julianne GCPE:EX](#)
To: [Blakely, John H LBR:EX](#)
Cc: [Tanner, Michael A LBR:EX](#); [Giles, Alison GCPE:EX](#)
Subject: Re: LBR Media Request: Family Day - what are the steps for changing it?
Date: Thursday, January 11, 2018 5:27:55 PM

Truly appreciated!!

Julianne McCaffrey
Communications Director
Ministry of Labour
250-888-8074

On Jan 11, 2018, at 5:10 PM, Blakely, John H LBR:EX <John.Blakely@gov.bc.ca> wrote:

I agree with Michael's comment, and the statement is fine to me if you make the deletion he suggests.

Thanks

From: McCaffrey, Julianne GCPE:EX
Sent: Thursday, January 11, 2018 5:05 PM
To: Tanner, Michael A LBR:EX; Blakely, John H LBR:EX
Cc: Giles, Alison GCPE:EX
Subject: RE: LBR Media Request: Family Day - what are the steps for changing it?
Roger that and thanks! Sorry to have bothered you gents late in the day with this!
Jules

Julianne McCaffrey
Communications Director
Ministry of Labour
Desk: 778-698-8964
Cell: 250-888-8074

From: Tanner, Michael A LBR:EX
Sent: Thursday, January 11, 2018 5:00 PM
To: McCaffrey, Julianne GCPE:EX; Blakely, John H LBR:EX
Cc: Giles, Alison GCPE:EX
Subject: RE: LBR Media Request: Family Day - what are the steps for changing it?
The highlighted response is fine to me, s.13
s.13

As far as I know, no concrete public engagement or meetings have begun.

From: McCaffrey, Julianne GCPE:EX
Sent: Thursday, January 11, 2018 4:40 PM
To: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Cc: Giles, Alison GCPE:EX
Subject: FW: LBR Media Request: Family Day - what are the steps for changing it?
Guys, how do you feel about the following response in yellow? Can we say anything more concrete about how we're engaging British Columbians or what talks have ensued?
P.S. not needed for tonight!!

From: Alison Giles [<mailto:Alison.Giles@gov.bc.ca>]
Sent: Thursday, January 11, 2018 4:07 PM

To: McCaffrey, Julianne GCPE:EX

Subject: LBR Media Request: Family Day - what are the steps for changing it?

Reporter

Melissa Jameson, Reporter

Revelstoke Mountaineer

melissa@revelstokemountaineer.com

250-837-8561

Deadline Thursday, January 11, 2018 12:00 PM

Request

1. There has been talk of changing B.C. Family Day to align with other provinces. You had mentioned there is talk, but nothing imminent. At what level are the talks? (e.g. just chatter, or has there been something more?)

2. What would it take for a decision to move forward and what are the steps? Who would ultimately decide on whether or not the date would change? Would this just be decided by government or would this be something that would be voted on?

Background

According to an online survey, independently conducted by Insights West from Oct.31 to Nov. 2, 2017, most British Columbians (71%) are in favour of changing B.C.'s Family Day to the third Monday of February.

Supporters in the past of the push to change the BC Family Day timing include: David Eby (MLA, Vancouver Point Grey), Andrew Weaver (MLA, Oak Bay-Gordon Head), Andrew Johns (entrepreneur), Som Seif (President & CEO, Purpose Investments). The Greater Vancouver Board of Trade fully supports the current timing of B.C.'s Family Day as they recognize the benefit to the tourism and resort economy to have a distinct week (essentially, hosting tourists from other provinces one week, and British Columbians another – extending holiday weekends over two weeks instead of one). However, the Surrey Board of Trade is very supportive of the proposal to align family day with other provinces, stating that **“we have heard from our members, particularly those that have business connections and clients throughout Canada, that they experience difficulties that have a financial impact... we believe the economic benefit derived from alignment will greatly assist our members and especially the small and medium sized businesses across the province.”** (Letter to Premier Horgan, Oct. 23, 2017)

A online petition began in 2015 to change BC Family Day from the second to the third Monday in February to align the holiday with other jurisdictions has attracted more than 20,000 signatures (see <https://www.change.org/p/unitefamilyday>). The petition argues that federal employees, business owners and those who conduct business across Canada and North America are often required to work on BC Family Day.

BC Family Day was established as the second Monday in February based on consultations with British Columbians from across the province. The first BC Family Day was celebrated in 2013.

B.C. received more than 30,000 votes and 3,000 comments regarding the date preference (between holding the holiday the 2nd or 3rd Monday in February). The Province consulted with educators, the tourism and broader business sector to understand the economic and social impacts and benefits to their areas.

Recommendation

Hi Melissa, thanks for your inquiry. The following is a statement attributable to the Minister of Labour, Hon. Harry Bains, but I should note that there are no changes being considered for the upcoming Family Day in 2018:

“The plan, as was made clear by the Premier back in the fall, is to change Family Day to line-up with other provinces. Choosing the date of BC Family Day was done five years ago, but over time we’ve seen that there are significant implications to a unique date. BC’s holiday is not consistent with the rest of the country and we’re finding that businesses with multi-jurisdictional locations, like banks and federal agencies, are having operational challenges; and families can’t unite with loved ones from outside of BC on the holiday, which of course, time spent with family is the intent of the holiday. We are engaging British Columbians to ensure this is a smooth transition, including talks with businesses in travel and tourism. And I have heard from many families and businesses that the change will be welcome because at the core, the change will mean people can plan time with friends and family in other provinces, and businesses who have employees located in different provinces will find efficiencies by having the holidays aligned.”

From: [Tanner, Michael A LBR:EX](#)
To: [McGachie, Joanne GCPE:EX](#); [Blakely, John H LBR:EX](#)
Subject: RE: More Issues Notes updates
Date: Tuesday, February 6, 2018 12:28:23 PM

Hi Joanne:

On Family Day, we have no recent updates. ^{s.13}

s.13,s.14

The LRB has issued the decision on CUPE and granted the certification...about a month ago....so it is all done. The decision is on the LRB website. Let us know if you need help finding it.

From: McGachie, Joanne GCPE:EX
Sent: Tuesday, February 6, 2018 12:17 PM
To: Blakely, John H LBR:EX; Tanner, Michael A LBR:EX
Subject: More Issues Notes updates

Hi, again

I'm now looking at a few more Issues Notes to revise, if needed, but I haven't heard if anything has changed with them or not:

- Changing the date of Family Day – are we still looking at next year for this? Will this be a regulatory amendment and, if so, when do you expect to make the change?
- CUPE 873 – standalone bargaining unit for paramedics – last we have is that the Minister directed the LRB to make this happen – where is it at now?

Any updates would be appreciated – thanks!

Joanne

Joanne McGachie

Public Affairs Officer

Government Communications and Public Engagement

Labour Communications Office

Joanne.McGachie@gov.bc.ca

778-698-8254 (work)

778-584-1643 (mobile)

From: [Christensen, Suzanne](#) PREM:EX
To: [Hughes, Trevor](#) LBR:EX; [MacMillan, Elizabeth](#) PREM:EX
Cc: [Kohan, Kevin](#) JAG:EX
Subject: RE: s.12,s.13
Date: Tuesday, January 2, 2018 8:27:36 AM

Thank you. That will make things easier.

Suzanne

250-387-3563

From: Hughes, Trevor LBR:EX
Sent: Sunday, December 31, 2017 10:21 AM
To: MacMillan, Elizabeth PREM:EX
Cc: Christensen, Suzanne PREM:EX; Kohan, Kevin JAG:EX
Subject: Re: s.12,s.13
Elizabeth, you are CORRECT!
T.

On Dec 31, 2017, at 10:16 AM, MacMillan, Elizabeth PREM:EX <Elizabeth.MacMillan@gov.bc.ca> wrote:

Hi Suzanne – s.12,s.13
s.12,s.13,s.14

Cheers!
E

Family Day established as public holiday

- 1** The day in February prescribed under this Act is a public holiday to be observed as "Family Day".

Day set by regulation

- 2** The Lieutenant Governor in Council may by regulation prescribe a day in February to be observed as "Family Day".

Consequential Amendments

[Note: See Table of Legislative Changes for the status of sections 3 and 4.]

Section(s)	Affected Act
3	<u>Employment Standards Act</u>
4	<u>Interpretation Act</u>

Commencement

5 This Act comes into force on the date of Royal Assent.

From: Christensen, Suzanne PREM:EX
Sent: Wednesday, December 27, 2017 1:46 PM
To: MacMillan, Elizabeth PREM:EX
Subject: s.12,s.13
s.12,s.13

Suzanne Christensen
Assistant Deputy Minister
Priorities and Accountability Office
Office of the Premier
Phone: 250-387-3563
Cell: 250-888-4301

From: Hughes, Trevor LBR:EX
To: Carroll, Sandra TAC:EX; Mihar, Fazil JTT:EX
Cc: MacDonald, Scott D EDUC:EX; Avison, Claire TAC:EX
Subject: Family Day Lines
Date: Monday, October 23, 2017 1:33:00 PM
Importance: High

Sandy and Fazil – see below for lines approved by the PO in the past 15 minutes related to Family Day. These bullets are for Minister Bains – and an IN is almost done incorporating them which I will get to you. Key for D. Scott MacDonald is bullet #4 about the when.

Questions? Let me know.

Thanks.

T.

As discussed:

- The Premier has stated that we will change Family Day to line up with other provinces.
- I have heard from many families and businesses that the change will be welcome.
- This change will mean people can plan time with friends and family in other provinces, and businesses who have employees located in different provinces will find efficiencies by having the holidays aligned.
- Changes are not being considered for 2018, but we will be looking at a timeline that works for British Columbians.
- We will be consulting with stakeholders about how to make this transition smoothly, including stakeholders in travel and tourism.