



## Report to Council

Department: Community Services  
Division: Community Services  
Date: April 22, 2025  
Prepared by: Jake Morassut, Director, Community Services  
Report Number: Community Services-2025-03  
Subject: National Day of Mourning – April 28  
Number of Pages: 3

### Recommendation(s)

**That** Community Services-2025-03 entitled National Day of Mourning prepared by Jake Morassut, Director, Community Services dated April 22, 2025, be received.

### Purpose

The Town of Essex will observe National Day of Mourning by lowering all town owned flags to half-mast, committing to staff training for health and safety, and promoting workplace health and safety information via social media.

### Background and Discussion

In 1991, eight years after the day of remembrance was launched by the Canadian Labour Congress, the Parliament of Canada passed the Workers Mourning Day Act making April 28 an official Day of Mourning. Today, the Day of Mourning has since spread to more than 100 countries around the world and is recognized as **Workers' Memorial Day, and as International Workers' Memorial Day** by the International Labour Organisation (ILO) and the International Trade Union Confederation (ITUC).

Acknowledging this day will help strengthen the resolve to establish safe and healthy conditions in the workplace, and prevent further injuries, illnesses, and deaths. As much as this is a day to remember those who have lost their lives, it is also a call to protect the living and make work a place where people are safe and can thrive.

According to the Association of Workers' Compensation Boards of Canada (AWCBC), in 2021, there were 1,081 workplace fatalities recorded in Canada, 1,009 of which were male workers, and 72 were female workers. Among these deaths were 18 young workers aged 15-24.

Add to these fatalities the 277,217 accepted claims (an increase of 23,820 from the previous year) for lost time due to a work-related injury or disease, including 34,548 from workers aged 15-24, and the fact that these statistics only include what is reported and accepted by the compensation boards, there is no doubt that the total number of workers impacted is even greater.

**And it's not just these numbers on which we need to** reflect. With each worker tragedy there are loved ones, family members, friends and co-workers who are directly affected, left behind, and deeply impacted – their lives also forever changed.

Traditionally on April 28th the Canadian flag has flown at half-mast on Parliament Hill and on all federal government buildings. Employers and workers have observed Day of Mourning in a variety of ways over the years. Some have lit candles, laid wreaths, worn commemorative pins, ribbons or black armbands, and paused for a moment of silence.

The Town of Essex will show their support and commitment to a safe workplace by lowering the flags to half-mast at all Town owned facilities on April 28<sup>th</sup>, and by being diligent in ensuring staff are trained, specifically new youth employees that will start summer employment in early May. In addition, the Town will promote the social media messages from different organizations, such as the Canadian Centre for Occupational Health and Safety. By sharing these messages, the Town of Essex is reminding people to put health and safety at the forefront of their work and help to prevent further work-related injuries and loss of life.

The information contained within this report was gathered from the Canadian Centre for Occupational Health and Safety.

## Financial Impact

There is no financial impact.

## Consultations

Brandi Sieben, Manager, Human Resources

Marc Tortola, Manager, Strategic Communications

## Link to Strategic Priorities

- ☐ Embrace asset management best practices to build, maintain, and continuously improve our municipally owned infrastructure.
- ☒ **Leverage our Town's competitive advantages to promote jobs and economic investment.**
- ☐ Take care of our natural environment and strengthen the sense of belonging to everyone who makes Essex **"home"**.
- ☒ Deliver friendly customer service in an efficient, effective, and transparent manner while providing an exceptional working environment for our employees.
- ☐ Build corporate-level and community-level climate resilience through community engagement and partnership and corporate objectives.

## Report Approval Details

Document Title:	National Day of Mourning 2025 - Community Services-2025-03.docx
Attachments:	
Final Approval Date:	Apr 11, 2025

This report and all of its attachments were approved and signed as outlined below:

A handwritten signature in black ink, appearing to read 'Doug Sweet', with a stylized flourish extending from the end.

**Doug Sweet, Chief Administrative Officer - Apr 11, 2025 - 11:19 AM**