

FAMILY DAY SURVEY RESULTS

The Canadian Tooling & Machining Association (CTMA) surveyed its members in January 2008 concerning the new Province of Ontario's Family Day paid statutory holiday that is to be observed on the 3rd Monday of February beginning in 2008.

Fifty-four (54) member companies responded to the survey and the results are tabulated below.

	QUESTION	YES	NO	UNDECIDED
1)	Will your company include the new Ontario Family Day in your employee benefit plan as an ADDITIONAL paid day off?	32	18 * <i>(See Note)</i>	4
2a)	Does your company provide the Civic Holiday in August as a paid day off?	51	3	0
2b)	If yes, will you continue to provide the Civic holiday in August in addition to the Family Day in February?	37	11	4
3a)	Do you provide any other paid personal days off in addition to the current 9 statutory holidays?	23	31	0
3b)	If yes, will you make any changes to the number of days as a result of the Family Day in February?	6	20	3
3c)	If yes, please specify:	See Comments Below.		

***NOTE:** *Answering no to the first question does NOT mean that the company will NOT provide this as a paid day off to their employees – it means that they will not provide it as an ADDITIONAL paid day off. In most cases these companies will be substituting Family Day for a paid personal or floating day that they already provide to their employees.*

COMMENTS:

1. We will remove one floater at Christmas break.
2. It seems odd that an industry struggling to be profitable, closing plants and laying-off employees, would be requested to add an additional day off with pay.
3. This is a needless additional burden at a time when industry is struggling to survive. When I saw the Premier telling the media that Ontario deserved this day he proved to me that he does not get it.
4. We currently have 3 floating holidays. One will be substituted for Family Day.
5. Not happy that we are forced into a new holiday. I would rather let the employees take a floating day at some point throughout the year.
6. We have always taken the Civic Holiday as a paid holiday (a total of 9 paid days). If the Government sees fit to include a 9th day (Family Day) and if it must be observed, we will comply, but will not offer the Civic Holiday as a paid holiday in the future.

7. This will be under review due to the up and down economy in manufacturing because of profit margins.
8. Still undecided if floating holiday (usually used during Christmas shutdown) will be given in 2008.
9. I am very upset that the Liberal government has put us in this position. If we add the extra holiday, we take a direct hit to our production and our pocketbook. If we substitute for the Civic Holiday we look like the bad guys to our employees. Mr. McGuinty has bought votes at the expense of employers.
10. Additional paid personal days are provided for office staff only
11. YES - we need more holidays!!!!
12. Apply our current floating day.
13. We provide a floater day between Christmas and New Years as well as 2 personal days.
14. Eliminate one paid holiday
15. Ontario Family Day is a Public Holiday and must be paid (Ministry of Labour Website).
16. We were not aware that the August holiday had been removed. At this time, we are not sure as to what route to take. (NOTE: CTMA called this member to clarify that the August holiday has never been a statutory holiday but one that most companies observe.)
17. December 31st is a floating day called Associate Birthday plus the Quebec Holiday in June for our Quebec employees.
18. A review is underway about making any changes to the number of personal paid days off.
19. We also provide a paid floating day at Christmas.
20. We are given 2 floater days for a total of 11 paid days off. The extra 2 days are used at Christmas and right now we are reviewing if we take the Family Day will we need to give up one of the floater days.
21. If the government wanted the people to have an extra day off in February then they should cover the cost by reducing their provincial portion of tax for the same amount instead of forcing us to cover the expense. Another extra cost is to cover that day in paid overtime if the business has customers that can't afford your business to take that day off.
22. I would rather have seen them make a day like Remembrance Day a legal holiday, instead of family day. Maybe I am looking at it the wrong way, as I don't have family anyways, but I think it is a stupid change.
23. We will reduce the extra paid personal days from 5 to 4.
24. We will use one of the 4 floaters for Family Day.
25. We provide 12 paid days per year - 10 are assigned, 2 are floaters (assigned at company discretion). We will use one floater for Family Day and the other floater for the Civic Holiday in August. However, this will adjust our paid days off at the Christmas break - where we used to use the 2 floaters to ensure we had a completely paid break.

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