



**Council Member Motion
For the Council Meeting of November 21, 2019**

Date: November 15, 2019
From: Councillor Ben Isitt, Councillor Jeremy Loveday and Councillor Sarah Potts
Subject: Accommodation for Participation in November 29 Global Climate Strike

Background:

Young people associated with the community organization Climate Justice Victoria are organizing a public demonstration on Friday November 29, 2019, consisting of a rally at Centennial Square and a march to the Provincial Legislature, as part of the world-wide movement for action to reduce greenhouse-gas emissions into the atmosphere, in order to keep global warming below 1.5 degrees Celsius and avert catastrophic climate change.

This nonpartisan movement has been embraced by a range of organizations and businesses, which have accommodated employee participation in these public events by adjusting or suspending operations, including Mountain Equipment Co-op, Lush Cosmetics, and Vancouver's Emily Carr University of Art and Design (see Attachments 1 and 2).

As the University's president and vice-chancellor Gillian Siddall noted in a letter to members of the university community prior to the September 27, 2019 global climate strike: "Staff who wish to participate in the Global Climate Strike are welcome to do so. We request that they inform their supervisor in advance, in which case they will not be considered absent. Those not participating are expected to perform their usual duties."

Consistent with the City of Victoria's commitment to demonstrating climate leadership, it is recommended that the City follow the lead of other progressive employers and accommodate City employees who wish to participate in this public event, with no penalty or loss in pay.

Recommendation:

That Council request that the City Manager accommodate City of Victoria staff who wish to participate in the Global Climate Strike on November 29, 2019, by permitting employees to attend the public event with no penalty or loss of pay, where this is feasible without compromising public safety, consistent with the policy adopted by other employers in the city and province.

Respectfully submitted,

Handwritten signature of Councillor Ben Isitt in blue ink.

Councillor Isitt

Handwritten signature of Councillor Jeremy Loveday in blue ink.

Councillor Loveday

Handwritten signature of Councillor Sarah Potts in blue ink.

Councillor Potts

Attachments:

1. Letter from Gillian Siddall, President and Vice-Chancellor, Emily Carr University
2. Times Colonist article, "Victoria businesses join global climate strike"