

[View this email in your browser](#)

Monday Memo



NOVA SCOTIA FEDERATION
OF MUNICIPALITIES



NSFM 2025 FALL CONFERENCE

Local Focus, Lasting Impact

NSFM Fall Conference

Nov. 4 - Nov. 7, 2025 • Westin Hotel, Halifax, NS

The NSFM Conference is the largest annual gathering of municipal elected officials and municipal staff in the province. Attendees will participate in sessions, discussions, panels, and other educational and networking opportunities focusing on topics such as:

- A keynote address from Tareq Hadhad, CEO and Founder of Peace by

Chocolate, on leadership and resilience.

- Discussions with political leaders, including fireside chats with party leaders and the Premier (invited).
- Panels on policing oversight, legal supports for councils, community engagement, social media, mental health in office, and more.
- Networking opportunities, exhibitor showcases, and evening events designed to connect delegates and share ideas.

Information on accommodations was sent out on August 27. See the notice [here](#). We understand the block at the Westin is full. We would suggest booking into another Halifax hotel and checking with the Westin closer to the date for availability.

Watch for more information and registration details coming out next week!

NSFM BOARD OF DIRECTORS ELECTION

Nominations open for the 2025 Board of Directors Election

The 2025 Nominations Committee is now accepting nominations for the following positions:

1. President
2. Vice President
3. Regional Representatives for each NSFM Electoral Region

Nominations will be accepted until October 3. [Click here for more information.](#)

NEW & NOTEWORTHY

Update on Tariffs

This certainly has been an interesting year, especially in procurement. The Prime Minister issued a statement on August 22 stating that the US reaffirmed a core commitment to our free trade agreement, Canada-United States-Mexico Agreement (CUSMA), by reinforcing that those Canadian exports to the US that are compliant with CUSMA will not be subject to US IEEPA tariffs. As a result, the actual average tariff rate on Canadian goods is 5.6% and remains the lowest among all US trading partners, and more than 85% of Canada-US trade is now tariff-free. The average US tariff rate on the world has jumped from just over 2% at the end of last year to almost 16% currently.

We remain positive that despite the hesitancy to commit to major purchases in the first and second quarters, use of [NSFM/Canoe](#) standing offer contracts will continue to grow in use by our member base as we reach out to new clients and solidify the value of our offerings to existing clients. We continue to see acceptance of group procurement tools by our members, more accurately using group procurement as an essential tool as the procurement landscape is shaped by global challenges such as supply chain disruptions, geopolitical tensions, and inflationary pressures. Procurement teams are tasked with navigating these complexities while ensuring continuity and cost-effectiveness. We believe that Canoe offers the quality and assurance that is critical during these uncertain times.

With trade landscapes rapidly changing, the [NSFM/Canoe Procurement Program](#) remains a steady partner for the municipal sector.

Ministers' Table on GBV

Applications for the Ministers' Table on Gender Based Violence are now open and available. The Table aims to foster meaningful collaboration with the community, with a focus on action, accountability, and transparency with the goal to improve coordination, prevention, and the response to gender-based violence in Nova Scotia.

- To apply: [GBV Table Application](#)
- Applications due: September 5
- More information: GBV.Table@novascotia.ca or call 211

HR Spotlight

NS Law Aiming to Help Injured Workers Return to Work

A new law requiring collaboration between injured workers, employers, and the Workers' Compensation Board of Nova Scotia (WCB) took effect July 15. The "duty to co-operate" legislation is part of the *Stronger Workplaces for Nova Scotia Act*. Under the law, employers must offer suitable accommodations and maintain communication, while employees are expected to engage in planning their return. The WCB will support both sides through the process. The legislation stems from recommendations in a 2024 review of the workers' compensation system. The province says staying connected to work improves recovery outcomes. More information can be found [here](#). [HR Covered](#) is a program partner of NSFM, reach out to the advisory team if you need advice on how this new law affects your organization.

- More info: partnerships@hrcovered.com

HR Covered

The Nova Scotia Federation of Municipalities is pleased to share a new affinity program with [HR Covered](#).

HR Covered is the largest Canadian-owned HR service provider in the country. They offer our municipal units HR experts who help make managing people and processes simple and cover all avenues, at a fraction of the cost. Backed by the extensive experience of certified and qualified HR leaders, HR Covered is the most sought after HR solution in the country.

Municipal units in Nova Scotia now have access to great HR offerings **at no-charge** (the following services are **free** to municipal units), including:

- Unlimited access to the HR Hub document library containing 1000+ HR documents, policies, and forms: to access, simply [register here](#)
- Access to engaging webinars on various HR related topics, explore the [webinar schedule](#) and sign up for events of interest
- Compliant policy manual to protect your organization
- HR Covered will create and review your new manual, address legislative compliance, and pinpoint any HR vulnerabilities; [book a meeting](#) to get your **complementary policy manual** created today
- [Click here for more information.](#)

In addition, HR Covered offers a range of unlimited access services, for a preferential rate. More information, review the [HR Covered Core Services Document](#).

- Online Legislative Training
- HR Advice and Support from Certified HR Professionals
- Custom Document Creation
- Occupational Health & Safety Support
- Employment Law Advice, Documentation, and Support from Employment Lawyers

More info: partnerships@hrcovered.com

HR Covered is a [program partner](#) of NSFM

NEWS

[11 N.S. municipalities to share in federal funding for climate projects](#)

[A look at Cape Breton's sustainable splash pad](#)

[Changes to Glace Bay street will create more downtown parking, says councillor](#)
[Green Municipal Fund invests in 70 municipalities to strengthen climate resilience](#)
[N.S. gov't seeks bidders for study of passenger rail for Halifax, surrounding areas](#)
[Sullivans Pond is drying out. What does that mean for Dartmouth's beloved geese?](#)
[Town of Lunenburg hosts 74th annual International Dory Races](#)

FUNDING

Opportunities for Empowered Municipal Growth

The NSFAM Funding Database is a centralized resource dedicated to our members to help find municipal funding opportunities. A monthly funding update will also be communicated, outlining deadlines and information sessions. Click [here](#) to see the latest updates on the **Municipal Funding Database**.

- [Digital Citizen Contribution Program](#): Funding from Canadian Heritage to counter online disinformation and harmful content. Awards up to \$380,000 per project. Deadline: August 22, 2025 (currently closed; next intake TBD).
- [Indo-Pacific Regional Connectivity Envelope](#): Global Affairs Canada funding for Canadian organizations to deliver events, training, research and cultural/Indigenous initiatives with an Indo-Pacific partner. Municipalities cannot apply as leads but may participate through eligible partners. Grants range from \$20,000 to \$250,000. Deadline: September 18, 2025.

FCM Funding Opportunities

FCM has you covered with the right type of project funding. Review the [grant page](#) for funding opportunities available for planning, studies, and pilot projects.

PROGRAMS

Staples Professional

NSFM is pleased to remind members that through our partnership with [Canoe Procurement Group](#), Staples Professional offers exclusive national pricing on a wide range of essential products and services. These include office supplies, janitorial solutions, PPE, first aid, print and branded apparel, as well as promotional merchandise. As we approach the fall season, members are

encouraged to take advantage of additional solutions such as the “Rent vs. Buy” entrance matting program—designed to help municipalities proudly display their brand while ensuring safe and welcoming facilities. **NSFM/Canoe = Local.**

Janitorial Supply

Keep your facilities clean and safe with the [NSFM/Canoe Janitorial Supply Program](#). From cleaning supplies to [floor cleaning](#), the program provides everything you need to create a healthy environment for your staff and visitors at competitive rates. This program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

NSFM/Canoe Building Supplies

The [NSFM/Canoe Building Supplies Program](#) was launched in Fall 2024 and continues to add more participating stores across Canada. This program connects members with Canadian-owned Home Hardware Building Centres (HHBC) and Home Building Centres (HBC) across Canada, providing high-quality materials, from fencing and insulation to drywall, roofing, and hardware, all at competitive, member-exclusive pricing. Whether tackling routine maintenance or large-scale projects, members can streamline procurement while keeping investments local. **NSFM/Canoe = Local.**



BrokerLink’s 2025 Grand Group Giveaway!

Did you know that you can receive exclusive insurance discounts on your **personal home and auto insurance** through BrokerLink’s [group insurance program](#)? Get a quote on home or auto insurance with BrokerLink, and you could win 1 of 4 cash prizes of \$5,000. Don’t miss your chance to save on insurance and win some cash in the Grand Group Giveaway! Contest Period: January 1 - December 31 Contact BrokerLink today!

Park’N Fly Discount

The [NSFM/Park’N Fly Discount Program](#) is available for elected municipal leaders and municipal staff within the broader municipal sector. Under this program, you

can receive an exclusive discount on the services of Park'N Fly for business or leisure travel at their Halifax Stanfield International Airport location and at six other locations across Canada. Reserve your next stay and save. Plus, earn valuable Aeroplan points on every eligible stay. **Park'N Fly offers a discount of up to 20% on airport parking.** [More information](#)

WEBINARS

Leadership at the Apex-Council/CAO Alignment Imperative

This three-hour online interactive session dives into practical strategies for strengthening the council/CAO relationship, including setting clear expectations, improving communication, conducting effective performance reviews, and navigating political-administrative roles. Walk away with real tools, shared frameworks, and alignment practices you can apply immediately to build trust and drive strategic leadership in your organization. Explore collaborative leadership strategies with:

- Gordon McIntosh – local government leadership facilitator
- George Cuff – author of *“The CAO”*
- Sheila Bassi-Kellet – Former City Manager, Yellowknife
- Pam Mood – Mayor of Yarmouth and NSFM President
- September 23 @ 1 pm
- Cost: \$135 per person
- [More information](#)
- [Register here](#)

RESOURCES

Summer Municipal Observer

The magazine for the **Nova Scotia Federation of Municipalities**

Spring/Summer Atlantic Municipal Magazine

The magazine for the **Atlantic Region of Municipalities**



NOVA SCOTIA FEDERATION OF MUNICIPALITIES



Nova Scotia Federation of Municipalities
Suite #1500, 1809 Barrington Street
Halifax NS B3J 3K8
Phone: (902) 423-8331
info@nsfm.ca

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#).