

[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 full program and registration details are found on the conference site.

EARLY BIRD REGISTRATION FEE ENDS ON OCTOBER 6!

There is incredible value in attending an NSFM event—both for you, and for your municipality.

Why should you attend?

- 1. Relevant sessions** – Explore topics shaping municipal work today: governance and policing, basic income, short-term rentals, social media, and mental health.
- 2. Voices that matter** – Hear from keynote Tareq Hadhad, provincial ministers, department leaders, and municipal colleagues sharing success stories.
- 3. Strong connections** – Network with municipal peers, provincial staff, and sponsor partners who help support your communities.

Don't miss out – register today.

Presenting Sponsor



Premier Sponsors



Department of Municipal Affairs



LUNCH & LEARN SERIES

Renewable Energy and the Path to 2030

renewables by 2030.

Date: Wednesday, October 8

Time: 12:00–1:00 PM

Format: Online webinar

[Register here](#)

Speakers:

Martin Rovers, Project Director, Clean Energy Strategy, Nova Scotia Power

Emily MacNeil, Senior Manager, Government Relations, Nova Scotia Power

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

Ken Simpson Memorial Conference Fund

NSFM has launched the Ken Simpson Memorial Conference Fund to support elected officials in attending the Fall Conference. This annual fund honours Ken Simpson, former Executive Director of UNSM (1990–2009), and his commitment to municipal leadership and continuous learning. Each year, two elected officials will receive free Fall Conference registration plus a \$500 travel allowance. To learn more [Click Here](#).

- Application form [Click Here](#)
- Submit to: jwebber@nsfm.ca

Employment Opportunity

[Property Valuation Services Corporation](#) (PVSC) is hiring for Assessors. For more information, refer to the [posting](#). Kindly circulate in your networks.



GRASSROOTS GRANTS PILOT PROGRAM

The [Grassroots Grants Pilot Program](#) aims to provide financial support to community organizations and non-profits across Nova Scotia. With grants up to \$20,000 available, Nova Scotia Power is enabling local initiatives that are essential to the well-being and development of communities across the province. Whether your project focuses on sustainability, education, cultural preservation, or any other initiative that strengthens Nova Scotia, we want to help you bring it to life.

If you have any questions or need assistance, please contact us at grassrootsgrants@nspower.ca.

Application Deadline: November 14, 2025

Applications will be reviewed by December 31, 2025, with grant winners announced and notified by January 2026.

PREPARING FOR STORMS

Storm season in Nova Scotia brings unpredictable weather and potential power outages. Being prepared helps keep you and your loved ones safe and comfortable.

Emergency Operations Centre (ECO) gets to work preparing.

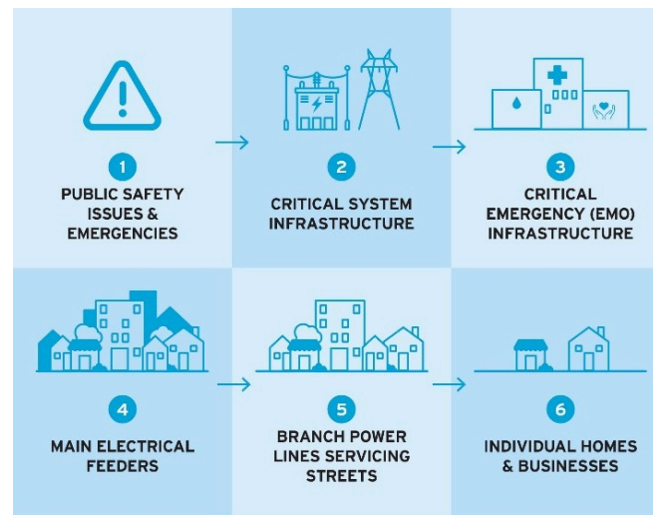
QUICK TIPS TO STAY STORM-READY

- Monitor trusted sources like [Environment and Climate Change Canada](#).
- Have a household emergency plan.
- Keep a 72-hour emergency kit with water, food, flashlights, and important documents.
- Stay clear of downed wires and work crews.
- Use generators safely - never indoors or plugged directly into your home's electrical system.

For more information and a complete list of suggested emergency kit contents, visit nspower.ca/stormready.

RESTORATION PLAN & PRIORITIES

To get power back on safely and quickly, Nova Scotia Power follows a clear restoration plan. Starting with addressing immediate concerns to public safety and then moving to critical system and emergency infrastructure in coordination with provincial emergency management. We then focus on repairs that restore power to the most people as fast as possible.



We're proud to be the presenting sponsor of the Nova Scotia Federation of

Municipalities Conference (NSFM) this fall. We look forward to connecting with municipal leaders to discuss how we can work together to keep communities' storm-ready and resilient.

HR Spotlight

When Fixed-Term Doesn't Mean Full Pay

The Manitoba case [Hebert v. Colin's Mechanical](#) highlights the importance of carefully drafted termination clauses in fixed-term employment contracts. A four-year contract was terminated 15 months early, and the complainant sought full wages for the remaining term. The court dismissed the claim, confirming that a clear "without cause" clause tied to statutory notice limits employer liability. This case underscores why employers must ensure contracts explicitly define termination rights, cause, and statutory obligations to protect against costly disputes. Fixed term employment agreements dated 2024 and prior may be a liability. Contact partnerships@hrcovered.com for more information on this item, as well as many other great HR resources offered at no-charge to municipal units in NS.

HR Services

[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: to access [register here](#)
- Access to engaging webinars on various HR related topics: [webinar schedule](#)
- 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](#)

NEWS

[Bridgewater and MODL hosting local government info sessions at LCLC](#)

[Bridgewater mayor calls for relocation of drop-in centre amid rising concerns](#)

[Halifax Water says it didn't consider impact of rate hikes on low-income residents](#)

[Municipality buys Hartz Point property in Shelburne](#)

[New trees and historic tours: Truro marks 150 years](#)

[Ottawa, N.S., take next steps in offshore wind project](#)

[Sewage plant upgrades underway in Antigonish](#)

FUNDING

Opportunities for Empowered Municipal Growth

The NSFM 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**.

- New funding opportunities added to the database:
 - [Canadian Agricultural Strategic Priorities Program](#): Funding for sector-wide agri-food projects. Municipalities eligible; up to \$1M per project; typical 50/50 cost-share. Deadline: Continuous intake until March 31, 2029
 - [Commemorate Canada](#): Funding for national-scope anniversaries (25/50/75/100+ years) that are free, public and educational. Municipalities eligible. Deadline: October 1
 - [Community Network Grant \(2025–26\)](#): Up to \$40,000 for community projects that challenge hate and reduce barriers. Municipalities cannot apply as leads but may participate through eligible partners. Deadline: October 31

- Exhibition Circulation Fund – Deadline: Continuous intake
- Access to Heritage – Deadline: November 3
- Indigenous Heritage – Deadline: November 3
- Collections Management – Deadline: November 3
- [Age-Friendly Communities Grant Program](#) is open. Deadline: November 3
- Webinar: [Climate risk assessment and adaptation planning for municipalities](#)
 - Hosted by: FCM's Green Municipal Fund
 - What to expect: Learn to use the Climate-Ready Communities Assessment Tool to identify climate risks, develop equitable adaptation plans and hear lessons from Fredericton's real-world experience
 - Date & Time: October 9, 1–2 p.m. ET (online)
 - Free registration: [Register here](#)

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

Safe School Zones

The **NSFM/Canoe Traffic Supply Program** enables municipalities to partner with major traffic sign suppliers, such as **ATS**. [ATS Traffic](#) is offering a 90-day free trial of the MX series of Carmanah's Crosswalk and School Zone Systems, which provide a simple and affordable way to monitor, control, and gather data from traffic systems. Experience reliable, solar-powered safety technology with no upfront cost or obligation. Offer ends September 30, 2025. Terms and conditions apply. **NSFM/Canoe = Local. Canoe Procurement** is a program partner of **NSFM**. [More information.](#)

Keep Your Fleet Moving

The [NSFM/Canoe Auto Parts Program](#) partners with NAPA Auto Parts to make your budget go further. NAPA has programs designed for both small and large fleet customers with the most extensive coverage in the automotive aftermarket. A

national team of fleet specialists are available to support you and your fleet with inventory support, cost analysis, and reporting. Refer to the latest promotions from

[NAPA](#). The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Bulk Fuel

The [NSFM/Canoe Bulk Fuel Program](#) unlocks unparalleled cost-effectiveness and reliability with a nationwide network of fuel providers at preferred pricing. Designed for organizations with substantial fuel needs or those situated in remote areas, the program ensures fuel availability, cost predictability, and dependable scheduled deliveries, ultimately reducing downtime and enhancing operational efficiency. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

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. Many travellers are taking advantage of the fall travel season, including those on your team! Now is the perfect time to help them get the best value on airport parking. Travel smart from the start with the fastest and most convenient way to park and fly.

With Park'N Fly Halifax, take advantage of:

- Complimentary 24/7 shuttles
- Aeroplan point earnings
- Park'N Fly offers a discount of up to 20% on airport parking

EDUCATION

Building Stronger Communities: OMSSA's 2025 Virtual Forum

The [Ontario Municipal Social Services Association](#) empowers members to deliver integrated, people-focused social services to build stronger communities by improving lives through collaboration, advocacy, and strategic leadership. OMSSA is presenting the following:

- [2025 Virtual Forum](#) workshops and sessions focused on housing, homelessness, children's services, and social assistance. It takes place over

RESOURCES

Summer Municipal Observer

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

Fall/Winter 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

[Subscribe](#)

[Past Issues](#)

Want to change how you receive these emails?

[Translate](#) ▼

[RSS](#) 

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