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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

### Countdown is on – Don't Miss the 2025 NSFM Fall Conference

The 2025 NSFM Fall Conference is fast approaching, taking place November 5–7 in Halifax. The program is packed with timely sessions and valuable discussions for municipal leaders across Nova Scotia.

Delegates will hear from keynote speaker Tareq Hadhad, CEO and Founder of Peace by Chocolate, and take part in a wide range of sessions covering governance, policing oversight, community engagement, and legal support for councils. Updates from the Province, engaging fireside chats with political leaders, and a thought-provoking session on mental health in public office round out the agenda.

and collaboration.

If you haven't registered yet, now's the time. Visit the conference site for full program details and registration information.

[CLICK HERE TO VIEW THE PROGRAM & REGISTER](#)

**PLEASE NOTE:** The **site-tour** scheduled for November 4 at 2:00 PM has been cancelled due to lack of registrants.

## LUNCH & LEARN SERIES

### Harassment in the Workplace Regulations

The Safety Branch of Nova Scotia Labour, Skills and Immigration is working with NSFM to share insights on the new Harassment in the Workplace regulations, which came into effect on September 1, 2025.

- **Date:** Wednesday, October 22
- **Time:** 12:00 – 1:00 PM
- **Format:** Online webinar
- **Guest Speaker:** Fred Jeffers - Executive Director of the Occupational Health and Safety Division
- [Register here](#)

## NSFM BOARD OF DIRECTORS ELECTION

### NSFM's 2025 Board of Directors Election Campaign

The campaign for NSFM's 2025 Board of Directors Election is underway and closes on October 24. All eligible voters will receive an email containing a secure link and login credentials on October 27. We invite you to acquaint yourself with the

## NEW & NOTEWORTHY

### HR Spotlight

#### Should Employers Worry About Costumes at Work?

Halloween is almost here! 🎃 Many organizations plan costume contests or themed office days, but not every costume is workplace-appropriate. Our latest [blog](#) answers common questions employers ask:

- Why you *really* need a dress code for Halloween
- Risks of unsafe or offensive costumes
- Real-life examples from the workplace
- Practical tips to keep celebrations fun and inclusive
- A **ready-to-use Special Occasions Dress Code Policy** to make implementation easy is available

[HR Covered](#) is a program partner of NSFM, reach out to the advisory team if you need for more information on this item, as well as many other great HR resources offered at **no-charge** to municipalities in NS. More info:

[partnerships@hrcovered.com](mailto:partnerships@hrcovered.com)

### 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. The following service offerings are available **for free** to all municipal units:

- [Register](#) for unlimited access to the HR Hub document library
- [Engaging webinars](#) on various HR related topics
- [Book a meeting](#) to get your **complementary policy manual** created today
- [Program information](#)
- More info: [partnerships@hrcovered.com](mailto:partnerships@hrcovered.com)

## EMPLOYMENT OPPORTUNITY

### NSFM Job Opportunity

- Position: Director of Advocacy & Policy
- Posting Detail: [Click here](#)

## NEWS

[Amendments Clarify Code of Conduct for Elected Officials](#)

[Bridges closed for months until repaired or replaced in Port Hawkesbury](#)

[Council votes in favour of restricting infilling at Dartmouth Cove](#)

[Fire flow testing in Port Hawkesbury](#)

[Mandatory water restrictions implemented for East Hants, N.S](#)

[Parts of Nova Scotia, New Brunswick experiencing once-in-50-year drought](#)

[Truro spending \\$628K to fill ponds created during baseball field construction](#)

[Yarmouth volunteer reception highlights those who give their time](#)

[Yarmouth warden says they're helping people through dry spell](#)

## 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**.

- [Emergency Treatment Fund](#) is now open.
  - **Deadline:** November 4
- **Webinar: Advancing climate goals with organic waste-to-energy**

into renewable energy and soil enrichment, with real municipal case studies, funding guidance and practical steps to identify opportunities for your community

- o Date & Time: October 23, 2:00 PM (ET)
- o Speakers: Trisha Aldovino, Process Analyst, and David Ellis, President, Azura Associates
- o 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

## NSFM/Canoe Keeps Your Fleet Moving

Winter is around the corner and the [NSFM/Canoe Procurement Program](#) has access to trusted supplier programs that keep fleets, facilities, & sidewalks safe and clear. Competitive pricing on [quality tires](#) is one way the program helps you prepare for the season ahead while saving time and resources. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## NSFM/Canoe Supplier List: October Updates

[NSFM/Canoe Procurement Program](#) provides a diverse range of procurement options for our members. View the updated list of [new and renewed vendors](#). Approved suppliers are selected through an open RFP process that follows a successful proposal evaluation and contract award. The program works with local retailers for supply, service, and support. **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

## Insurance Tips: Understanding Your Policy

Did you know that you can receive exclusive insurance discounts on your **personal home and auto insurance** through BrokerLink's group insurance program? BrokerLink is proud to provide quality insurance products, expertise, and solutions to our sector. Their dedicated group of insurance advisors will compare your coverage options and help get you the most comprehensive coverage at the best value. [More information.](#)

## 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.**

# EDUCATION

## Training Opportunity: Interrupting Unconscious Bias

The Office of Equity and Anti-Racism is inviting elected officials and municipal staff to participate in the following free two-hour online asynchronous training opportunity, [Interrupting Unconscious Bias: Tools for Inclusive Municipal Practice.](#)

Have you ever wondered how unconscious bias might influence municipal decisions, services, or community engagement? Are you looking for practical tools to make your workplace and community more inclusive?

Through real-life case studies and interactive reflection, learn how bias can shape municipal policies, service delivery, and workplace culture, and how to interrupt it. The course includes access to a discussion board where you can voluntarily connect

- [Register here!](#)
- More info: [Zoe.Kavanagh@novascotia.ca](mailto:Zoe.Kavanagh@novascotia.ca)

## WEBINARS

### **EFAP for Elected Officials**

While we often have the skills to manage our daily lives, unexpected challenges can arise that require additional support. Do you know that NSFM offers an **Assistance Program** that elected leaders can access? Find out what the Assistance Program (EFAP) covers and how to access its services. This one-hour webinar will provide an overview of program offerings, along with a live demonstration of the website and app. In addition to this, learn more about the Municipal Wellness Program, which is dedicated to fostering a culture of health and wellness for municipal employees and elected officials across the province.

- November 19 @ 6:30 PM
- [Register here](#)
- **Hosts:**
  - Danielle Power, Customer Success Manager, TELUS Health
  - Rebecca Toole, AMANS
  - Ian Morrison, NSFM

## 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**

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