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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

Celebrate Municipal Awareness Week!

November 3–7 marks **Municipal Awareness Week in Nova Scotia**—a time to recognize the vital role municipalities play in shaping our communities.

This week let's celebrate the contributions of elected officials, administrators, staff, and volunteers who work tirelessly to enhance the quality of life for residents across the province. Join the celebration on social media by:

- Recognizing the dedication of municipal leaders and staff
- Highlighting local initiatives making a positive impact
- Encouraging residents to get involved in community projects
- Sharing your favourite community memories or moments

NSFM Fall Conference, which begins Tuesday. We look forward to celebrating our municipalities together!

COASTAL PLANNING SUPPORT PROGRAM

NSFM Launches Coastal Planning Support Program (CPSP)

Today, November 3, NSFM is pleased to announce the launch of the CPSP! Applications will be accepted until February 11, 2026. The program will fund consultants to help municipalities with coastal land use planning, including:

- Interpreting coastal and climate data to guide safe development
- Supporting collaboration and decision-making
- Assisting with public engagement and communications
- Providing guidance for coordinated implementation
- Adoption of coastal strategies and bylaws (including integration of example bylaw text provided by Environment & Climate Change)

To help municipalities learn more, NSFM will be hosting a series of **information sessions** across the province. Stay tuned for more information on dates and times for these sessions.

Funding of \$1 million for the Coastal Planning Support Program is provided by the Government of Nova Scotia under [The Future of Nova Scotia's Coastline: A plan to protect people, homes and nature from climate change](#) and administered by the [Department of Environment and Climate Change](#) (ECC).

- Learn more and apply today: [Application Guide](#) & [Application Form](#)
- More information: coastal@nsfm.ca

LUNCH & LEARN SERIES

Air Quality: Monitoring, Regulation, and Wildfire Response

informative session on Nova Scotia's air quality. This presentation will explore activities in monitoring and regulation, including response to the recent Long Lake wildfire, and outline plans for future air quality protection. Topics include:

- Air quality and health, including new standards and planning considerations
- Air quality monitoring across NS
- Air quality response to wildfires
- General - what we do in the Air Quality Unit (monitoring/regulation)
- Guest Speaker: Dr. Christina Wells, Air Quality Manager, Department of Environment and Climate Change
- [Register Here](#)

NEW & NOTEWORTHY

Municipal Leaders Face Increased Amounts of Hostility

Online threats and harassment are becoming a more common feature of political life in Nova Scotia. Many municipal leaders and public servants are finding threatening behaviour, particularly in online forums, a common occurrence. Hear the interview with David Mitchell, President-elect of NSFM and Mayor of Bridgewater. He discusses the increase in harassment of municipal politicians by the public on [Maritime Noon](#) (scroll ahead to 40 second mark). Read the [NSFM news release](#). Read the [CTV News story](#).

Make Politics Safer for Everyone

Be the Peace Institute and the Violence & Harassment in Politics Working Group, a coalition of Atlantic Canadian organizations, are relaunching a survey to understand experiences of harassment, hate, and violence in politics. We want to hear from women, gender-diverse, and racially and culturally diverse people, staff, volunteers, family members, and others who have had or witnessed these experiences in politics, or who have been discouraged from participating in politics due to these issues. Findings will inform public awareness efforts and recommendations to make politics safer and more inclusive. The survey is an activity of the Working Group, part of the "Scaling the Summit" project funded by the NS Status of Women Office.

- [Survey Link](#)

What Employers Need to Know about Termination Clauses

A recent [Ontario court decision](#) has big implications for employers across Canada. The Court struck down the employer's termination clause because it defined "cause" too broadly. Under the Canada Labour Code, "just cause" is a very strict standard. By including things like poor performance or policy breaches as grounds for dismissal without notice, the contract went further than the law allows.

- Employers cannot redefine "just cause"
- Courts, not contracts, decide what qualifies
- If a termination clause is broader than law allows, the whole clause can be struck down
- This decision could affect many employment contracts across Canada

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

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

Climate Adaptation and Economic Success

increasingly erode productivity, strain finances, and undermine Canada's competitiveness, this piece outlines why climate adaptation must become a national priority.

The Intact Centre for Climate Adaptation is an education partner of the Municipal Insurance Program

EMPLOYMENT OPPORTUNITIES

Current NSFM Job Opportunities

NSFM is hiring for the position of **Director of Advocacy & Policy**. Refer to the posting detail [here](#).

NSFM is hiring for the position of **CCBF Program Coordinator**. Refer to the posting detail [here](#).

NEWS

[Less Canadians going south leads to 'CAT' ferry passenger drop](#)

[Looking back at 30 years of CBRM amalgamation](#)

[Mayor wants to see more roadwork at night to ease gridlock](#)

[More NS Communities Taking Action to Become Resilient to Climate Change](#)

[New Board Chair for ECRL](#)

[Nova Scotia removes public's ability to file complaints about municipal politicians](#)

[Portraits of more than 140 veterans line Springhill streets](#)

[Taking action towards climate change across Nova Scotia](#)

[Time to name the Inverness Multicourt Facility](#)

[Volunteer fire department shut down after alleged misconduct](#)

FUNDING

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**.

- Artificial Intelligence for Canadian Energy Innovation (stream of the [Energy Innovation Program](#)) open for applications. Municipalities, non-profits, and community organizations are eligible
 - Deadline for Expressions of Interest (EOIs): December 4
- [Environmental Damages Fund](#) open
 - Application deadline: December 18
- [Canada Summer Jobs Wage Subsidy](#) – Opening November 4! Helps employers create summer job opportunities that provide full-time work experience for youth aged 15 to 30

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

Tire Promotion for Municipalities

From fleet to heavy equipment, and even including specialty uses, the [NSFM/Canoe Tire Program](#) has you covered for all your tire needs. Get quality, brand name tires for vehicles of any size, retread or brand new, fully trade compliant, and at the best pricing available in Canada. NSFAM and Canoe partner [Kal Tire](#) deliver excellent pricing and service. The program works with local retailers for supply, service, and support. **NSFM/Canoe=Local**.

Staples Professional

NSFM reminds 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 programs such as the Ice Melt Early Buy Program and the Clearance Furniture Program. More information: brenda.mcquinn@staples.ca

HVAC Systems

The [NSFM/Canoe HVAC Systems Program](#) will help connect municipal units with approved suppliers who can help provide thermal comfort and better indoor air quality, all with competitive rates and a streamlined process. 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. 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

Advisors, Vendors, and Education

Are you familiar with the Learning Development Supply Arrangement (LDSA) or Flextrack? Did you know that municipalities can take advantage of the province’s standing offer for services in a variety of areas?

Need advice or expertise on topics such as DEI, mindfulness, decision making, or conflict management? The **LDSA** can provide you with a list of course information and available vendors that have an established standing offer with public service bodies.

Flextrack can provide a list of vendors for a variety of service areas which municipalities can contact and award either directly or through a statement of work process. Service areas include learning development, managed business services, and executive search.

WEBINARS

Deep Building Retrofits Funding and Financing 101

HCI3, Building To Zero Exchange, and the ReCover Initiative have developed a two-part webinar on Deep Energy Retrofit Funding. This session will help participants develop a funding and financing strategy, understand types of funding and financing sources, and leverage both sides of the budget sheet to finance your project. Participants are encouraged to attend the follow up session on November 26 to discuss specific projects and challenges. Building on HCI3's [Funding and Financing Guide](#), this webinar is geared to building owners and professionals, NGOs, and non-profits who work in the energy efficiency sector, municipal and public sector employees, and anyone undertaking deep energy retrofits.

- November 12 @ 10 am (two hours)
- Register in advance [here](#)
- Questions: lhaysom@hci3.ca

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 NSFAM 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](#)

Harassment in the Workplace

Did you miss the recent NSFAM Lunch & Learn on the new Harassment in the Workplace regulations presented by the Safety Branch of Nova Scotia Labour, Skills,

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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