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Monday Memo



NOVA SCOTIA FEDERATION
OF MUNICIPALITIES

ADVOCACY IN ACTION

Offshore Wind: Feedback Opportunity & Upcoming Info Session

NSFM is highlighting an opportunity for municipalities to provide feedback on the [government's Strategic Direction letter](#) for offshore wind, as well as a related information session.

To support the offshore wind Call for Bids, the Canada–Nova Scotia Offshore Energy Regulator (CNSOER) is undertaking a Call for Information to gather input on the elements outlined in the *Strategic Direction* letter.

December 17, 2025

NSFM will host CNSOER for a 30-minute virtual presentation on the components of the *Strategic Direction* letter, followed by questions and discussion. A recording will be shared with those unable to attend. [Register here](#).

January 5, 2026

Municipalities may submit feedback to NSFM to help inform our collective response. Please contact **Lucy MacLeod**, Policy Advisor, Economics and Natural Resources, at lmacleod@nsfm.ca.

January 13, 2026

Municipalities and individuals may provide written comments directly to CNSOER using the [online form](#). The deadline for submissions is **January 13**.

Advisory Committee Members Needed

Are you an elected municipal leader or a staff member looking to make an impact?

Joining an NSFM Advisory Committee allows you to:

- Build valuable connections
- Contribute to the direction of municipalities in Nova Scotia
- Learn how committees operate
- Share your expertise

NSFM is now accepting applications for the following Advisory Committees:

- [Climate Change Committee](#)
 - Two elected officials
 - One CAO
- [Equity & Community Wellbeing Committee](#)
 - One elected official
- [Municipal Infrastructure Committee](#)
 - Three elected officials
- [Municipal Autonomy Committee](#)
 - One elected official
 - One CAO

To apply: Submit an expression of interest outlining relevant experience to imorrison@nsfm.ca

Deadline: January 16, 2026

NEW & NOTEWORTHY

Can Employers Really Terminate “At Any Time”?

Can we really let employees go ‘at any time’? In an [Ontario court decision](#), the answer is yes - if your clause is drafted correctly and complies with employment standards. The Court upheld the termination provision in question, distinguishing it from prior decisions, and clarified when “at any time” language is enforceable.

This decision shows how a carefully worded clause can limit common law notice obligations and provide certainty for employers, even with the contentious “at any

time” phrasing. Properly drafted “at any time” clauses can limit common law notice obligations and offer greater predictability for employers

[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

Prevention Academy Update

Prevention Academy has launched. [Strong Cities Network](#) is facilitating the program for small and mid-sized Canadian municipalities and NSFM is participating. The program enhances understanding and identification of on- and offline threats, needs, and vulnerabilities as they relate to hate, extremism, social polarization, and threats to community wellbeing. A focus is placed on the development of approaches to deal with these challenges, driven by the needs and priorities of local communities. The following municipal leaders attended the [Strong Cities Network Sixth Global Summit](#) in Toronto, December 9-11:

- Councillor Alison Graham
- Councillor Christina Sappington
- Councillor Fraser Patterson

NEWS

[Accessibility a focus for Western Counties Regional Library](#)

['Can't get 'er done fast enough': Behind the push to open a new Valley pool](#)

[Fishermen concerned Ingonish sewer outfall will affect harbour livelihoods](#)

[Halifax committee keeps proposed \\$4M skate park upgrades after debate](#)

[Halifax councillor seeking report on impact of capped assessment program](#)

['Like dog poo': Historic N.S. garden gets a smelly surprise from tree](#)

[N.S. needs guaranteed basic income because 'too many people are suffering'](#)

[West Hants council approves \\$20K for warming centre](#)

FUNDING

Opportunities for Empowered Municipal Growth

The NSFME 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. The Municipal Funding Database is now a full Funding Portal. Visit the new portal: nsfunding.ca.

A New Funding Opportunity Added to the Portal:

- [Digital Content Marketing Program](#): Provides Nova Scotia tourism businesses and organizations (including municipalities) the opportunity to partner with Tourism Nova Scotia to create high-quality photos and videos and develop digital marketing campaigns in key markets.

Deadline: January 30, 2026

Information Sessions:

- How to fund local home energy upgrades (webinar): Green Municipal Fund (GMF) is hosting a webinar on developing community efficiency financing initiatives to help communities remove barriers to home energy upgrades.

Location: 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

Understanding NSFM/Canoe Procurement

Do you need help finding cost-effective products and services and would you like to learn more about using [Canoe Procurement](#)? **Andy Saxby** is here to help. Andy is the member outreach representative for Nova Scotia municipal units. He is your direct contact for the Canoe program. In his role, Andy helps local governments and non-profits find time and cost-saving benefits on a wide variety of municipal needs. He also provides educational sessions and support to help members navigate the cooperative procurement process. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Contact: andy@canoeprocurement.ca or (902) 417-2575

Culverts

Building and maintaining safe, accessible road infrastructure requires access to sound products. The [NSFM/Canoe Culvert Program](#) provides access to a range of drainage, bridge, and road construction products, enabling you to focus on building infrastructure networks that connect residents and economic activity. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Project Management

The [NSFM/Canoe Project Management Program](#) connects municipal units with the support they need to manage capital and infrastructure projects of any size. Whether seeking strategic guidance, construction procurement, or temporary staffing, this program offers flexible services tailored to your goals. With experienced project management and full-spectrum solutions, municipal units can keep projects on time,

Pet Insurance

Did you know that you can receive exclusive insurance discounts on **pet 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. Did you know that over the past two years there has been an increase in **pet ownership**? Learn more about [pet insurance](#) and refer to tips on how to ensure your pets are safe and living their best life.

[Click here](#) to learn about the program benefits and how BrokerLink can provide you with a **free, no-obligations insurance quote**.

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.**

NSFM REGIONAL PROFILE

Colchester/Cumberland/Pictou/East Hants Region

The Colchester/Cumberland/Pictou/East Hants Region is one of seven regions represented on the NSFM Board. This region consists of the following municipalities:

- Municipality of Colchester
- Municipality of Cumberland
- Municipality of Pictou County
- District of East Hants
- Town of Amherst
- Town of New Glasgow

- [Town of Stellarton](#)
- [Town of Trenton](#)
- [Town of Truro](#)
- [Town of Stewiacke](#)
- [Town of Westville](#)

The representatives on the Board of Directors for this region are:

- Councillor Andy Thompson andy.thompson@munpict.ca
- Mayor Lennie White lennie.white@westville.ca

WEBINARS

Recap: Assistance Program for Elected Officials

Did you miss the recent webinar presented by NSFM and AMANS on the **Assistance Program for Elected Officials**? The webinar discussed how to access and navigate the programs and services offered and provided an overview of the new website and app. The program features an extensive number of tools and resources of benefit to elected leaders. You can view the webinar [here](#).

RESOURCES

[Winter 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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