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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

Register Now for the Mackintosh Depot Site Tour!

Conference.

If you're interested in joining this exclusive behind-the-scenes visit, please register by **Wednesday, October 15, at 4:30 p.m.** Without additional registrations, the tour will be cancelled.

Tour Details:

Date: November 4, 2:00 p.m. – 4:00 p.m.

Fee: \$25 per person (pre-registration required)

Transportation: Pick-up and drop-off from the Westin Nova Scotian Hotel

Capacity: Limited to 35 participants

About the Tour:

Hosted by the Halifax Regional Municipality, the Mackintosh Depot is the city's newest operations facility—built to achieve **LEED Gold standards** for sustainability and efficiency. This visit offers a first-hand look at how modern municipal infrastructure supports both operational excellence and environmental responsibility.

👉 [Click here for full tour details](#) and here to [register](#).

Questions? Contact jwebber@nsfm.ca.

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

- [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 has officially begun (Oct. 6 – Oct. 24). We invite you to acquaint yourself with the nominees, where you will discover their backgrounds, aspirations, and dedication to serving our communities. [Click here for more information.](#)

NEW & NOTEWORTHY



NSFM Welcomes David Maclsaac as a new Policy Advisor

NSFM is pleased to welcome **David Maclsaac** as the new **Environment and Climate Change Policy Advisor**.

David brings extensive experience in climate change programs and policy, having

worked with Transport Canada, in the non-profit sector, and for the past thirteen years as HRM's Manager of Active Transportation. In his new role, he will support municipal efforts to reduce emissions and adapt to the impacts of storms, drought, and wildfires while aligning with provincial objectives. He holds a BA in Political Science from St. Francis Xavier University and a Masters in Environmental Studies from York University.

HR Spotlight

Navigating Work Refusals and Reprisal Claims

[Learn](#) how the Ontario Labour Relations Board dismissed a claim that an employee's termination was a reprisal for exercising rights under the *OH&S Act*. Although the complainant had refused to work at a hot work station, the Board found termination was based solely on repeated security and behavioural policy violations, unrelated to health and safety. The case underscores the importance of documenting progressive discipline and ensuring that termination decisions are grounded in legitimate policy breaches, not the exercise of statutory rights. How strong are your documentation practices? Contact partnerships@hrcovered.com for more information on this item, as well as many 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. 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

[Bridgewater alerts residents to potential service disruptions if strike is called](#)
[CBRM councillors, residents fearful after increase in shootings](#)
[Cenotaph in Shubenacadie, N.S., to be returned to original location](#)
[New privacy, freedom of info laws welcome but could be improved](#)
[Mayor calls for relocation of drop-in facility in Bridgewater](#)
[People living at de-designated Halifax encampment told to leave](#)

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**.

- [Co-operators Resilience Acceleration Lab](#) is inviting municipalities to apply for funding to develop infrastructure projects that reduce climate risks, including flooding, wildfires, storms and heat. Selected proposals may receive up to \$250,000 and expert guidance to prepare for private capital financing.
 - Deadlines: January 30, 2026
 - Information sessions: October 29 and November 21, 2025 (12:00–1:00 PM EST). Register by [email](#)
- **The 2026–2027 Call for Applications** under the [Habitat Stewardship Program](#) is now open. The HSP provides funding to help Canadians contribute to the recovery of species at risk listed under the Species at Risk Act or designated by the Committee on the Status of Endangered Wildlife in Canada.
 - Expression of Interest (EOI) deadline: October 15, 2025
 - Application deadline: November 13, 2025
- **Urban Forestry Plans and Studies** stream of the [Growing Canada's Community Canopies](#) program is now open.

Design Challenge and Demonstration Prize under the [Energy Innovation Program](#) in Winter 2026. The program will:

- Support innovation in offsite and prefabricated construction methods
- Accelerate the pace of housing supply across Canada
- Advance energy efficiency, building performance, and affordability
- **Webinar: FCM Collective - Water systems financing to support housing growth**
 - Hosted by: Federation of Canadian Municipalities (FCM)
 - What to expect: Explore financing models and practical tools to expand water and wastewater systems that enable housing development and sustainable growth
 - Date & Time: October 22, 1:00 PM
 - 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

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. 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. More information: brenda.mcquinn@staples.ca

Firefighting Apparatus Program

Emergency responders are at the forefront of critical operations and safety during wildfires is paramount. Through the [NSFM/Canoe Firefighting PPE Program](#), access top-quality protective equipment that keeps responders safe, at preferred pricing,

Modernizing Procurement Processes

The [NSFM/Canoe Procurement Program](#) represents the collaborative force of municipal associations. Discover practical steps suppliers can take to navigate the challenges of tariff volatility. From leveraging tariff exclusions to considering vertical integration, these strategies aim to help suppliers manage the complexities of tariff volatility effectively.

Discover how the City of Saint John [transformed its procurement process](#), improving efficiency, security, and transparency. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Tips on Auto Insurance

NSFM members qualify for exclusive home and auto insurance discounts with [BrokerLink](#), get a free, no obligations quote at [BrokerLink.ca/municipalities-ns](#). Finding car insurance at an affordable price is like navigating the highway during rush hour, let us help you know what to look for, [check out our tips for saving on auto insurance here](#).

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

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

Connecting Climate & Biodiversity: Recording

Joanna Eyquem, **Intact Centre for Climate Adaptation**, recently presented on the topic of Connecting Climate and Biodiversity. The presentation discussed how municipalities are getting ready for the increase in extreme weather events. You can listen to the webinar [here](#).

The **Intact Centre for Climate Adaptation** is an education partner of the **NSFM Municipal Group Insurance Program**.

RESOURCES

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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