

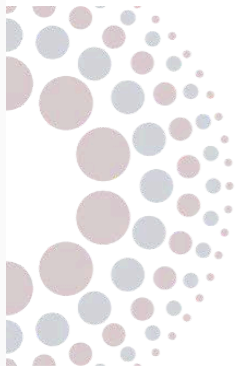
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Monday Memo



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

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

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

Did You Know?

Before the conference officially begins, you can take part in a special pre-conference session:

Meetings that Matter: Governance, Strategy, and Public Trust

November 4, 2:00–4:00 PM | Commonwealth Ballroom

Additional fee: \$125 + HST

This interactive session, led by Kristan Hines (Senior Vice-President,



make meetings more effective, inclusive, and strategically impactful. Learn how strong meeting practices strengthen governance and shape how your municipality is perceived by the public, media, and provincial leaders. [Click here for the full description](#)

Don't miss out on this important training - be sure to add this session when registering!

LUNCH & LEARN SERIES

Renewable Energy and the Path to 2030

Join NSFM and our 2025 Conference Presenting Sponsor, Nova Scotia Power, for an online Lunch & Learn on renewable energy and the province's goal of reaching 80% renewables by 2030.

Date: Wednesday, October 8

Time: 12:00–1:00 PM

Format: Online webinar

[Register here](#)

Guest Speakers:

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

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

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](#)

Guest Speaker:

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

HR Spotlight

NS Law Aiming to Help Injured Workers Return to Work

A new law requiring collaboration between injured workers, employers, and the Workers' Compensation Board of Nova Scotia (WCB) took effect July 15. The “duty to co-operate” legislation is part of the *Stronger Workplaces for Nova Scotia Act*. Under the law, employers must offer suitable accommodations and maintain communication, while employees are expected to engage in planning their return. The WCB will support both sides through the process. The legislation stems from recommendations in a 2024 review of the workers' compensation system. The province says staying connected to work improves recovery outcomes. More information can be found [here](#). [HR Covered](#) is a program partner of NSFM, reach out to the advisory team if you need advice on how this new law affects your organization.

- 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.

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](#)

More info: partnerships@hrcovered.com

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

NEWS

[3 municipalities hand-off solar garden application to developer](#)

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

[Councillors say residents may not get on board - East Hants explores bus service](#)

[Human-made climate change made 10 summer heat waves more likely: experts](#)

[In Pictures: New Glasgow 150 International Town Criers Competition](#)

[Inverness County recognizes British Home Child Day](#)

[New committee for N.S. firefighter training program](#)

[Mayor says N.S. municipalities must be part of transportation corridor discussions](#)

[Pictou County Council opposes possible strong mayor legislation](#)

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:

covers up to 50% of eligible costs, from \$3,000 to \$500,000 per project. Deadline: January 5–30, 2026 (for 2026–27 projects)

- [AMANS Equity, Anti-racism and Accessibility Grant](#): Up to \$1,500 per municipality or village to implement action items from approved Equity, Anti-Racism and Accessibility Plans. First-come, first-served until program funds are allocated
- Assess and Retrofit stream of the [Green Freight Program](#) is open. Deadline: Continuous Intake
- CLIMAtlantic Webinar Series - Letting Nature Lead: Prioritizing Nature in Climate Adaptation (remaining 2 of 3):
 - Coastal Adaptation: Protecting Nature and Communities – October 15, 12PM, register [here](#)
 - Healthy Ecosystems and Human Activity: Chignecto Case Study – November 12, 12PM, 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

Wheelchair Vans for Adult Day Centres

Discover how [Move Mobility's vans](#), available through the [NSFM/Canoe Procurement Program](#), make it easier for adult day centres to get safe, reliable wheelchair vehicles without the delays of traditional tenders. Learn how this partnership saves time, protects funding, and helps keep your clients moving and connected. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Bundle Your IT Surplus

Discover how the [NSFM/Canoe Procurement Program](#) enables municipal units to offload surplus IT by bundling assets together and selling large lots at online auctions. This reduces handling and keeps your team focused on more immediate priorities. Consider this lot of 1532 HP Desktops and laptops that [sold for \\$82,600](#) or

NSFM/Canoe = Local.

Pest Control

The [NSFM/Canoe Pest Control Program](#) will keep your buildings and work sites pest-free and ensure that pests do not come back. Connect with our pest control approved suppliers already tendered on your behalf. When looking for efficient and effective control of bugs and rodents, get your professional extermination services through NSFM/Canoe. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

Protecting Your Personal Data

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.

Phishing scams are becoming an everyday concern for many Canadians. Phishing is a common tactic that cyber criminals use to steal personal and financial information. These scams are continually getting more sophisticated and harder to identify. Phishing messages usually take the form of an email, text message, or phone call from a cyber criminal who is pretending to be someone they are not. [Learn more about protecting your data.](#)

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

[It](#) panel discussion

- More info: rkirsic@omssa.com

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 off-line 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 NSFM participants are:

- Councillor Alison Graham
- Councillor Christina Sappington
- Councillor Fraser Patterson
- Councillor Ian McGrath
- Mayor Nancy Dicks

WEBINARS

Home & Auto Insurance: Recording

Did you miss our webinar on the **NSFM Personal Home & Auto 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. This webinar recording explains how the program works, how access works, and how you, as an elected leader or municipal staffer can benefit from lower insurance rates and value-added education on insurance products. [Click here](#).

RESOURCES

Summer Municipal Observer

Fall/Winter Atlantic Municipal Magazine

The magazine for the **Atlantic Region of Municipalities**



**NOVA SCOTIA FEDERATION
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