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# Monday Memo



NOVA SCOTIA FEDERATION  
OF MUNICIPALITIES

## NEW & NOTEWORTHY

### Learn About Nova Scotia's Community Safety & Well-being Pilot Project

The Province is developing a Community Safety and Well-being (CSWB) Framework to support safer, healthier communities. Through federal funding, 2–3 municipalities will have the chance to pilot local CSWB plans.

**Interested?** Complete an Expression of Interest: [CSWB Plan Site Selection – Fill Out Form](#)

**Info Sessions:** Learn more before submitting. Sessions cover CSWB planning, municipal expectations, available supports, timelines, and Q&A.

- **February 3 @ 10 am**
- **February 4 @ 2 pm**

To attend, email Gavin Naime at [gavin.naime@novascotia.ca](mailto:gavin.naime@novascotia.ca) with your preferred session and any emails to include on the invite. Your participation and insights are key to shaping this work.

### Recommendations for Municipalities Facing Hate & Harassment

The [Strong Cities Network](#) presents a 90-minute webinar showcasing toolkits for local elected officials and municipal staff. Successive crises have put considerable strain on municipalities as they face rising levels of unrest and dissatisfaction. This

toxic environment leaves local elected leaders and municipal officials, particularly women, facing increased hate, harassment, and threats often preventing them from

performing their duties and discouraging others from running for local office and choosing a career in local government. This practice-focused webinar will explore concrete steps and tools to address this anti-government hate and harassment facing local elected officials and municipal staff.

- Friday January 30 @ 2 pm
- Register [here](#)
- More information: [of@strongcitiesnetwork.org](mailto:of@strongcitiesnetwork.org)

## Indigenous Language Learning Courses

The [Outdoor Learning School & Store](#) is offering an introductory six-part online [Mi'kmaw Introductory Language Course](#) starting January 21. Register [here](#). Learn more about other [Indigenous language learning opportunities](#). Courses are offered by Indigenous instructors and are open to everyone.

- More information: [info@outdoorlearning.com](mailto:info@outdoorlearning.com)

## Employers Often Assume Around “Just Cause”

Many employers proceed with what they believe is a solid just-cause termination, only to learn during a tribunal or court review that the evidence, documentation, or process does not meet the court's strict legal standard. What feels obvious internally often unravels under formal scrutiny.

A recent [court decision](#) involving a hotel in BC highlights how easily a just-cause termination can unravel without a solid process. Despite alleging serious misconduct, the employer's investigation and documentation fell short of the legal threshold, leading the court to reject just cause and award significant notice. This case is a strong reminder that all employers must follow a thorough, fair, and consistent approach before terminating for cause.

[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](mailto:partnerships@hrcovered.com)

## HR Services Program

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:

- [HR Hub document library](#)
- [Engaging webinars](#)
- [Complementary policy manual](#)
- [Program information](#)
- More info: [partnerships@hrcovered.com](mailto:partnerships@hrcovered.com)

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

## NEWS

[2025 was busy for Richmond's Warden Lois Landry and Council](#)

[Absence of top NSP execs fuels questions at hearing](#)

[Annapolis Valley advocates call for municipal support for basic income guarantee](#)

[Another delay in Barrington RecPlex opening](#)

[Mayor David Mitchell: 'If you want to bring about change, you need to be part of that'](#)

[Councillor says cops should be called if Dartmouth Cove development work begins](#)

[Cumberland residents look for more transportation options](#)

[Lower water quality a new climate change risk facing Nova Scotia](#)

[Staffing at Yarmouth Fire Department not meeting standards; union](#)

[Warden Paul Long reflects on 2025 for Guysborough](#)

[Water rate increase approved for Queens, prices to rise by 85%](#)

[YASTA encouraged over 2025 tourism season](#)

## FUNDING

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. The Municipal Funding Database is now a full **Funding Portal**. Visit the new portal: [nsfunding.ca](https://nsfunding.ca).

### Coming Soon: Expected Opening

- [Tree Planting \(Green Municipal Fund\)](#): Funds large-scale tree-planting projects that expand and protect community tree canopies. Projects must deliver measurable environmental, social and economic benefits.
- [Capital Project: Retrofit of Existing Municipal Buildings](#): Funding for municipalities to retrofit existing municipal buildings to improve energy efficiency, reduce GHG emissions and achieve sustainability goals.
- [Energy Innovation Program - Off-site Construction Challenge Stream](#): Federal funding supporting research, development and demonstration of innovative clean energy technologies for Canada's low-carbon economy transition.

### Information Sessions/Trainings:

**Webinar:** Collaborating for Climate Adaptation Planning – Green Municipal Fund (GMF) is hosting a webinar on collaboration for municipal climate adaptation planning. The session explores how working with external partners can strengthen climate resilience, with insights from municipal staff in Muskoka and Toronto.

- **Date & Time:** January 29 @ 2–3 pm (Atlantic)
- **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

### Equipment Rental

extensive catalogue including everything from aerial lifts and power generators to pickup trucks and earthmoving vehicles, there is truly something for every need. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## Fuel & Lubricants

With a nationwide network of providers, the [NSFM/Canoe Lubricant Program](#) provides you with unparalleled cost-effectiveness, detailed consumption information, convenient account management, and advanced security features, all designed to enhance your operational efficiency. The program works with local retailers for supply, service, and support. **NSFM/Canoe = Local.**

## 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.**

## 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.](#)

Sharing information online can be fun, especially on social media where you want to keep your friends and family updated with what is going on in your life. Always be careful what, how much, and with whom you share. Please refer to our tips on [Cybersecurity and Protecting Your Data.](#)

## 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. Reserve your next stay and

20% on airport parking and if you use the discount code, parking is 40% cheaper than parking in the airport lot.

## NSFM PROFILE

### NSFM Executive Committee

The NSFM Executive Committee is a standing committee, established by the NSFM By-laws. The following Board members serve on the Executive Committee:

- Mayor David Mitchell, President
- Councillor Eldon MacDonald, Vice President
- Mayor Pam Mood, Past President
- Councillor Christina Sappington, Regional Representative
- Mayor Lennie White, Regional Representative

## WEBINARS

### Responsible Use of AI in Government Operations

In this 90-minute webinar presented by the [NSFM/Canoe Procurement Program](#), you will be introduced to the evolving world of artificial intelligence in government operations. This interactive session explores how AI can streamline procurement processes, enhance transparency, and support ethical decision-making. Through real-world examples and guided demos, participants will learn how to use AI tools responsibly while aligning with public sector values and compliance frameworks.

- January 19 @ 2 pm (Atlantic)
- [Register Here](#)

### 2026 Construction Cost Trends

In 2025 metal costs whiplashed builders, framing lumber rose steadily, while concrete prices remained remarkably stable. What will 2026 construction costs bring? Join our [Gordian](#) experts to get:

- Effects of projected labor shortages on 2026 projects
- January 22 @ 3 pm (Atlantic)
- [Register here](#)

[Gordian](#) is an approved supplier of the [NSFM/Canoe Procurement Program](#).

## Recap: Advancing DEIA – Tailoring Your Approach to Fit Your Municipality

NSFM's recent Lunch & Learn explored how municipalities can advance Diversity, Equity, Inclusion, and Accessibility (DEIA) in ways that are practical, locally grounded, and reflective of the communities they serve.

Led by **Shruti Gola Taraschi-Carr**, Director of Race Relations, Equity and Inclusion (secondment) with the Office of Equity and Anti-Racism, and **Luke Power**, Director of Community Engagement & Evaluation, the session outlined municipalities' legal rights and responsibilities under the **Nova Scotia Human Rights Act**, while emphasizing that there is no one-size-fits-all approach to DEIA.

Participants gained insight into:

- Assessing diversity and representation at the council table
- Building on existing DEIA efforts rather than starting from scratch
- How targeted DEIA training can strengthen confidence when engaging with diverse community voices

The session reinforced that meaningful progress on DEIA begins with understanding local context and taking intentional, achievable steps forward. [Click here to view](#).



Share Your Story  
Take the Survey  
Seed our Future



In February, [Engage Nova Scotia](#) and the [Canadian Index of Wellbeing](#) will be launching the largest Quality of Life population survey in North America. For municipal governments this represents an opportunity to gather data about topics impacting your residents. This 45-minute webinar will provide you with the tools and resources needed to promote survey participation in your region. [Register now and join us to learn more](#) about the survey, our promotional guide, how to host in-community events, and amplifying this important call to action.

**Webinar Dates:**

- Wednesday January 21 @ 12:00 Noon
- Wednesday January 21 @ 2:00 pm
- Friday January 23 @ 12 Noon
- Friday January 23 @ 2:00 pm
- More info: [mknezacek@engagenovascotia.ca](mailto:mknezacek@engagenovascotia.ca)

## 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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