



THE BOTTOM LINE:

Nova Scotians will be going to the Polls on October 8th. Employers must ensure employees have at least three consecutive hours to vote while the polls are opened. However, the time must also respect the employer's needs. Since polls are opened from 8 am to 8 pm, employees who normally finish work at 5pm will have three consecutive hours to vote. For any questions, please consult with [Elections Nova Scotia](#).

ARTICLES OF INTEREST:

Closing the gap on generational motivators. [HR pros 29 August 2013](#).

Should a hangover qualify as sick leave? [HRM On line 4 September 2013](#).

The challenge of interpreting company policies and procedures. Younger employees are likely to interpret their company's policies and procedures differently than more senior employees who regard a rule as a rule. [Washington Times of Communities 8 September 2013](#).

Be Careful What You Promise. A recent Court decision from Ontario emphasizes the need for employers to be careful when promising compensation and benefits to employees. [Mondaq 11 September 2013](#).

Three Toronto Fire employees fired over social media comments. Three employees of Toronto Fire have been fired for violating the city's policies on social media and public comment. [Newstalk 1010 16 September 2013](#).

Succession Planning For Family Businesses. Tips to keep your family business on the right track. [Forbes 23 September 2013](#).

ANNOUNCEMENTS:

Wednesday Webinars

Mark your calendars for the 3rd Wednesday of every month! We have experimented with different days of the week and saw that Wednesday was the most convenient for you. We will be facilitating free webinars on the third Wednesday morning of every month at 10:30. Our next webinar will be October 16th on Occupational Health and Safety with a focus on Winter safety.

To reserve your seat and receive updates about our October webinar, please [sign up here](#).

Some of our previous webinars are available for downloads. Follow the link to download and watch on your own time:

[HR Succession Planning](#) (11 September 2013)

[Employee Policies - Sharing the Rules](#) (24 September 2013)

UPCOMING EVENTS

2013 Canadian Soccer Association Sport Chek National Championships 9-14 October, Halifax

[Sylvain Allaire](#), VP Sales and Marketing, was appointed Chair of the Local Organising Committee for the 2013 Canadian Soccer Association Sport Chek National Championships for Men and Women which will be held in Halifax from [October 9th to 14th](#). Provincial soccer champions will be competing for the Challenge Trophy and the Jubilee Trophy during the 6-day event. National Champions will be determined on Thanksgiving Day.

Tournament passes, giving access to all the games, are on sale on the [Soccer Nova Scotia](#) web site.

Annual Night for Progress

The 5th Annual Night For Progress will be held October 25th at the Halifax Club. For ticket information, please see the website of the [Canadian Progress Club Halifax](#).

Junior Achievement

Would you like to make a difference in the life of a future Nova Scotian business leader? You can by volunteering with Junior Achievement of Nova Scotia. Junior Achievement is currently recruiting volunteers to deliver its programs to Nova Scotia students. To find out more about Junior Achievement, please visit [Junior Achievement of Nova Scotia](#).

TELL US ABOUT YOURSELF:

You are invited to post a description of your business on our [Facebook page](#). Please include a link to your Facebook page.

