



THE BOTTOM LINE:

Canada Summer Jobs provides funding to help employers create summer job opportunities for students. It is designed to focus on local priorities, while helping both students and their communities. This year, the period to apply for Canada Summer Jobs 2014 grants has been moved ahead by 2 months and will be from December 2nd, 2013 to January 10th, 2014. Visit [Service Canada's website](#) for more information.

In Nova Scotia Christmas and New Years are considered statutory holidays. [Do you know if you have to pay Holiday pay if it falls on a Sunday?](#)

ARTICLES OF INTEREST:

More than three quarters 76% of employers will be investing in their workforce health programs in the coming years. [HRM Online November 14th, 2013](#)

Is paid sick leave a safety net or an earned entitlement? [CMAJ November 18th, 2013](#)

Many people know and expect Christmas bonuses to be taxable. However, many of us are unaware that Christmas parties/draws with costs over \$100 per person can show up on your next T4. [News1130 November 21th, 2013](#)

A new survey has shown that less than one half of Canadians are expecting a workplace Christmas party this year. [Canadian HR Reports November 21th, 2013.](#)

Do you need assistance with creating or amending your current workplace policies or absence management practices? Contact [Tanya](#) or [Sylvain](#) with questions.

ANNOUNCEMENTS:

On November 26th, our very own, [Tanya Sieliakus](#) was invited to conduct diversity training to employees in Cambridge, Ontario. Tanya is a certified diversity trainer and has delivered training to over 1000 participants and across 5 countries. If you would like to learn more about our diversity training services [contact us today](#)

UP COMING EVENTS:

This month Halifax Chamber of Commerce Business After Hours event will be held on December 4th at [Datarite's Holiday Extravaganza and Mini Tradeshow](#) from 5pm to 7pm.

Partners for Human Rights will be celebrating the 17th anniversary of International Human Rights Day on December 10th. This year's theme is: ["Speak Up Against Discrimination"](#). Join them at the Prospect Road Community Centre in Hatcher Lake on Tuesday, December 10th from 8:00 am to 12:00 pm. A harmony breakfast will be served between 8:00 am and 9:00 am. For more information please visit

Immigrant Settlement & Integration Services (ISIS) will be having their annual [Annual Open House](#)

on December 12th from 3 pm to 5:30 pm. All are welcome.

HR PROS 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 am Atlantic Standard Time.

Our next webinars will be held December 18th on [WCB Claim Management](#) and January 15th on [Performance Management](#).

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

To reserve your seat and receive updates about our January 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:

[Winter Preparedness - It's a Matter of Safety](#) (November 2013)

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

TELL US ABOUT YOURSELF:

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