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THE BOTTOM LINE:

Vacations and Vacation Pay always come up as we head into the summer months! As a business owner it's important to know how exactly what obligations you have when it comes to vacations and vacation pay. To help you with these questions (and possibly some you didn't even know you had) HR pros' June Webinar is on [Vacation Pay and Vacation Time Off - Little Known Obligations](#). It's free to attend and will be held on June 18th at 10:30am. Spend 45 minutes with us and get some valuable information on these often misunderstood areas!

ARTICLES OF INTEREST

How To Launch A Successful Employee Engagement Program. 3BL Media, [May 21, 2014](#).

Ask HR: How to get new hires productive more quickly. New Hampshire Business Review, [May 16, 2014](#).

Bringing in a new employee? 5 tips to get them started right. AL.com, [May 12, 2014](#).

5 Ways to Build Employee Engagement Into the Onboarding Process. HR Bartender, [December 10, 2013](#).

ANNOUNCEMENTS:

Mainstay Award Winners

Nova Scotia leaders in workplace safety are recognized for their positive contributions to the province's safety culture with the annual Mainstay Awards. The Awards, sponsored by the Workers' Compensation Board and the NS Department of Labour and Advanced Education, celebrate excellence in occupational health and safety, injury prevention and return-to-work programs.

HR pros wants to congratulate Dave Shannon of [Dave's Commercial Cleaning](#) for winning his second Mainstay Award, this year the Individual Safety Champion Award! Dave's Commercial Cleaning won an Employer Safety Champion award in 2012. Dave is a dedicated safety champion who continues to build safety knowledge and expertise that he can leverage to support the health and safety of his employees. Dave is a strong believer in educating to prevent injuries, and has introduced safety policies, procedures, and follow-up mechanisms that support his continuous improvement philosophy.

UPCOMING EVENTS:

Greater Burnside Business Association AGM: The GBBA will be holding its [Annual General Meeting](#) May 29 at the Ramada Park Place Hotel and Conference Centre. Member price is \$15, non-members \$20. Check our the website for more details!

Ward 5 Charity Golf Tournament! This tournament is a fund-raising initiative for Ward 5 - a non-profit organization in Halifax's North End that provides vital support and services to those who are among the neediest in our community. Ward 5 does a lot with very limited funding. They have been providing advocacy services, hot meals for seniors, breakfast programs for children, rehabilitation and job training programs for over 30 years. **Every cent they raise is going right back to Ward 5. Last year, the Ward 5 Golf Tournament raised over \$5,700 which provided 3300+ meals at the community centre!** The tournament this year is June 5 at the Links at Montague. For more information or to register your team (only \$500 for a team of 4) contact Greg: gregcolens@icloud.com.

100 Men Who Give a Damn! The next meeting is Wednesday August 20, 6.30-7.30pm at McNally Hall, St. Mary's University, Robie St. Halifax. Reception and registration open at 5.45pm. There will be a post-event reception, 7.30-8.15pm, with a cash bar. Guests are welcome, but they must join at the door. In their last May 7th meeting this dynamic group of men donated \$22,000 to the SPCA! Who will be the next lucky recipient?

2014 Energy Efficiency Showcase of Homes: [The Nova Scotia Homebuilder's Association Showcase](#) features 20 homes from 12 different builders, on display every weekend from 1 – 4 pm, May 24 to June 8 (some exclusions noted). The homes are located through HRM in Halifax, Dartmouth, Cole Harbour, Bedford, Bedford West, Middle Sackville, Upper Tantallon, Waverley, Fall River and Oakfield. [Click here to view a list of homes listed by location.](#)

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 are facilitating **free webinars** on the third Wednesday morning of every month at 10:30 am AtlanticTime. Not a good time? Please feel free to drop us a note with "preferred" day and times and we will do our best to accomodate!

Our next webinar will be held on June 18 at 10:30 am. It will be on [Vacation Pay and Vacation Time Off - Little Known Obligations](#). We hope to see you there!

Join us for June's Wednesday Webinar and learn more about the important distinction

between vacation pay and vacation time off and your obligations under the law as an employer.

In July, our webinar will be: [Recruitment & Selection - Best Practices to Improve Retention & Meet Legal Obligations](#). Reserve your seat today!

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

[New Hire Orientation - Creating Engagement and Meeting Legal Obligations](#) (May 2014)

[Workplace OH&S: It's More Than Just Compliance](#) (April 2014)

[Employee Satisfaction Surveys - Giving Employees a Voice](#) (March 2014)

[The Many Uses of Job Descriptions and How They Help Build Accountability](#) (February 2014)

[Performance Management](#) (January 2014)

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