



### THE BOTTOM LINE

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### **THE BOTTOM LINE:**

**Canada Summer Student Program** - Canada Summer Jobs provides funding to not-for-profit organizations, public-sector employers and small businesses with 50 or fewer employees to create summer job opportunities for young people aged 15 to 30 years who are full-time students intending to return to their studies in the next school year. **The deadline for applying has changed from previous years and is now January 30, 2015.** For full details on the program, check out the [Service Canada website](#).

**PEI's Minimum Wage to Increase.** Are you a business owner in PEI? Minimum wage in Prince Edward Island will increase to \$10.50 per hour effective July 1, 2015. Minimum wage across Canada ranges from \$10.00 in New Brunswick and the Northwest Territories to \$11.00 in Ontario and Nunavut.

**Nova Scotia's New Statutory Holiday begins February 16, 2015.** Nova Scotia is getting another statutory holiday beginning February 16, 2015. The province introduced legislation December 5, 2013 to create a statutory holiday on the third Monday in February, beginning this coming year. Officially called Nova Scotia Heritage Day, the February holiday will recognize significant cultural and historical contributions to Nova Scotia.

As an employer, you have to ensure that your employee policies are amended to reflect this new holiday and inform your employees. This is also a good opportunity

to review your employee policies to ensure they reflect best practices. If you need assistance with your employee policies or any other aspects of Human Resources management, contact [HR pros](#).

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## ARTICLES OF INTEREST

[What to do when your colleague crosses the line in an interview](#). HRM Online, January 22, 2015.

[How Do You Get People to Work Harder? Just Turn Them Loose](#). TNTL Daily, January 15, 2015.

[Budget For Culture: How Investing In Your Team Drives Results](#). Forbes Magazine, January 19, 2015.

[Your 5-Day Plan to Learning LinkedIn](#). HR Bartender, January 15, 2015.

[A Learning & Development strategy that starts with a story](#). HRM Online, January 15, 2015.

[9 Reasons Referrals Are Your Best Sales Opportunities](#). HubSpot Blogs, January 5, 2015.

## ANNOUNCEMENTS:

**Mainstay Excellence in Workplace Safety Awards.** Interested in nominating a business dedicated to keeping their employees safe on the job? Submissions for these awards are due by the end of January 30, 2015. The Mainstay Awards are presented by the [Workers' Compensation Board of Nova Scotia](#) and the [Nova Scotia Department of Labour and Advanced Education](#). There are 17 awards available in eight categories, recognizing individuals, organizations and employers whose efforts have made Nova Scotia workplaces safer.

For more information contact the Workers' Compensation Board of Nova Scotia at 1-800-902-870-3331 or [mainstayawards@wcb.gov.ns.ca](mailto:mainstayawards@wcb.gov.ns.ca).

## Job Opportunities

**HR pros** is currently helping a number of small businesses [recruit](#) for a number of attractive positions. If you know anyone who may be a good fit please feel free to pass these along!

**Building Supply Manager.** For more details click on the [job posting](#).

**Sales Manager.** For more details click on the [job posting](#).

**Estimator – Marine/Steel Fabrication.** For more details click on the [job posting](#).

Do you have an announcement you would like to share through our newsletter? If

so, please contact Greg Cole at [greg@hr-pros.ca](mailto:greg@hr-pros.ca) with the details!!

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### UPCOMING EVENTS:

**The Halifax Chamber of Commerce** has a number of interesting events coming up in February that may be of interest to the small business owner. We have two below, for the full list check out their [Full Event List](#)!

**All Ships Rise 101** will be held on February 5 from 11:30am-1:00pm. Learn more about opportunities for business development and training as a benefit of your [Halifax Chamber of Commerce](#) membership. Find out about the training programs that are offered through ASR, including the availability of funding. For more information or to register, check out the [event page](#).

Looking to do a little networking in February? **Business After Hours** will be hosted at the [Board Room Game Cafe](#) February 17, 5:00-7:00pm. Full details and registration at [event link](#).

Halifax's **100 Men Who Give a Damn!** Will be holding their next meeting February 3, 2015 from 6:30-7:30pm in McNally Hall at Saint Mary's University. Reception and registration begins at 5:45pm and there is a post-event reception from 7:30-8:15pm with a cash bar. To date this group has raised over \$110,000 for deserving charities and in their last meeting alone donated \$19,800 to Ovarian Cancer Canada! [Check out their webpage](#) for all the details on this dynamic group.

**Live from the Emera Oval with Ron MacLean** will be Saturday February 14. The event features the first shinny tournament in the history of the Emera Oval; Valentines Day jersey skate; LED Screens showing live NHL games all day long, Ice & snow sculptors, The Stanley Cup, free food, scarves and toques provided by Scotiabank. "Be A Sportscaster" Interactive Trailer and the Scotiabank Interactive Activities Trailer will also be onsite. Check out the [website](#) for more information.

Safety Services Nova Scotia **33rd Annual Workplace Health and Safety Conference** will be held on March 22-24, 2015 at the World Trade and Convention Centre, Halifax, NS. The theme for the 2015 Conference is, Cutting Edge Safety: New Challenges, New People, New Approaches. Delegate Registration is now open, with special early bird pricing effective until (on or before) February 1. For pricing information and registration go to [Safety Services Nova Scotia: Workplace Health and Safety Conference](#).

Do you have an event you'd like to share through our newsletter? If so, please contact Greg Cole at [greg@hr-pros.ca](mailto:greg@hr-pros.ca) with the details!!

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### HR PROS WEDNESDAY WEBINARS:

[How to Build Successful Work Teams](#). Join us the third Wednesday in February, the 18th at 10:30am, on our regularly scheduled Wednesday Webinar. In today's organizations, successfully meeting operational objectives and providing

exceptional client service is dependent on being able to work effectively in teams. However, many organizations report significant challenges in being able to get their employees to work in team effectively. In our webinar, we will present strategies to increase team effectiveness.

## **Reserve your seat today!**

Remember our webinars are free and take less than an hour.

Join us for February's Wednesday Webinar and learn more about how you can assist your employees to work effectively in teams and deliver as never before!

[Reserve your place for Wednesday, February 18 at 10:30!](#)

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

[Performance Management](#) (January 2015)

[Protecting Your Business From a Human Rights Complaint](#) (December 2014)

[Holidays: The Good, the Bad & the Ugly](#) (November 2014)

[WCB: Mitigating Your Costs](#) (October 2014)

[Succession Planning: Preparing for the Next Generation](#) (September 2014)

[Personnel Policies: Sharing the Rules](#) (August 2014)

[Returning to Work Following a Workplace Injury](#) (July 2014)

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