



### THE BOTTOM LINE

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August's Webinar: How To Retain Your Best Employees

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### **THE BOTTOM LINE:**

#### **Is Your Organization Covered Through Comprehensive OH&S Programs?**

An Ontario company has been fined \$120,000 following the death of a young worker on a high-rise student housing project in Waterloo, Ont. According to the [Daily Commercial News](#), the worker was trained in fall protection but was not using any form of fall protection at the time of the incident.

Many organizations don't realize that they need both well written, comprehensive programs as well as related training and enforcement of the programs in order to avoid liability if an accident occurs. HR pros offers a complimentary assessment of both HR and OH&S policies and programs in order to help ensure that your organization and its workers are fully protected while at work.

Interested in hearing more or scheduling an appointment? Email Sylvain at

[sylvain@hr-pros.ca](mailto:sylvain@hr-pros.ca)!

### **Minimum Wage Increases on PEI**

For our clients and friends on PEI, don't forget that [minimum wage increased](#) on July 1st, 2015 from \$10.35/hour to \$10.50/hour.

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### **ARTICLES OF INTEREST**

[How to deal with employees who abuse sick leave policies](#). Financial Post, July 2, 2015.

[22 Responses to the Dreaded Sales Objection "It Costs Too Much"](#). HubSpot Blogs, July 6, 2015.

[3 ways to ensure your best employees won't quit](#). Fortune, July 14, 2015.

[Small business advice: How to attract and retain loyal millennials](#). Washington Post, July 21, 2015.

[Here Are 3 Ways to Take Your Team From Good to Great](#). Fox News, July 21, 2015.

[Small Business Staffing – How you can attract and retain great employees](#). Net News Ledger, July 16, 2015.

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### **ANNOUNCEMENTS:**

The [North End Business Association](#) welcomed six new members to their board of directors at their recent AGM. Congrats and thanks to Sarah MacLaren (Leave Out Violence), Sobaz Benjimen (iMove), Andrew Feenstra (Cyclesmith), Rod Wilson (North End Health Centre), Hana Ogasawara (Seven Bay Bouldering), and Lindell Smith (North End Library, residential rep).

Congrats to Bedford's [REDspace](#) for being named one of [Atlantic Canada's Best Places to Work](#)!

Know Your Responsibilities Under the SFPA (NB). On June 5, 2015, Bill 44 was passed in the Legislative Assembly to amend the Smoke-Free Places Act (SFPA). Effective July 1, 2015, in addition to the previous rules, smoking and vaping became no longer permitted in many outdoor places. For more information take a look at the [WorkSafeNB Enews link](#).

### **Job Posting Announcements!**

HR pros is currently seeking a number of candidates for positions throughout Nova

Scotia. Please refer to our [website](#) for the full posting for each position:

[Sales Manager](#), Barrington Passage, NS

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 couple of events worth checking out in August. The Healthy Happy Halifax Networking Event will be held August 6, 5:00-6:00pm at [Cyclone Fitness](#). Get fit and make connections, great for all levels (so they claim!). There's no cost to attend, but an RSVP is requested. More information and the RSVP link can be found on [the event page](#).

The Chamber is also hosting their [Professional Sales Network](#) August 21, 12:00-1:30pm at their offices at 656 Windmill Road in Dartmouth. This month you can hear John Robertson, CXO of [XLR8 Consulting](#) talk about Finding Your Secret Sauce and creating your unique value proposition. More information on the event, John and his talk can be found on [the event page](#).

On the lighter side of things, the [Spring Garden Road Business Association](#) is hosting their [3rd Annual Spring Garden Children's Festival](#) in Victoria Park on August 8th, 10:00am -1:00pm. There will be a variety of activities including balloon artists, face-painting, story-time, HRM Fire Truck, bouncy castles, arts & crafts, treats, surprises, entertainment and a whole lot more!

Summer must be about fitness this year, as the [Downtown Dartmouth Business Commission](#) is hosting [Free Fitness Wednesdays](#) from July 15 - August 26, 12:00-12:30pm at Ferry Terminal Park. Join Downtown Dartmouth and [Core Essentials](#) for a light midday workout!

[100 Men Who Give a Damn](#) is holding their next meeting August 25, 6.30-7.30pm at McNally Hall, St. Mary's University, Robie St., Halifax. Reception and registration opens at 5.45pm with a cash bar. There is also a post-event reception from 7.30-8.15pm. Guests are welcome to join at the door, but only members may attend.

[WorkSafeNB](#) is holding their [Health and Safety Conference](#) on October 7-9 at the Fredericton Convention Centre. The conference's aim is to improve workplace health and safety practices by educating and reporting on current health and safety issues and trends. More information can be found on [the conference event page](#).

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 Retain Your Best Employees](#)

The cost of going through the recruitment and selection process can be significant, and nothing wastes resources more than having to replace your high performers if they voluntarily choose to leave for another organization.

The organization effectively suffers a double loss when you incur not only the recruitment and selection costs, but also the lost "wisdom" of that star performer and the ramp up time for their replacement.

Join us in August to discuss some best practices to help you More...retain your best talent and keep your organization moving in a forward direction!

## **Reserve your seat today!**

Remember, our webinars are free and take less than an hour!

[Reserve your place for Wednesday, August 19th at 10:30!](#)

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

[Employee Retention Programs](#) (July 2015)

[Vacation: Demystifying Your Obligations Found Under Law](#) (June 2015)

[Workplace OH&S: It's More Than Just Compliance](#) (May 2015)

[New Hire Orientation: Creating Engagement and Meeting Legal Obligations](#) (April 2015)

[Managing Your WCB Costs](#) (March 2015)

[Building Successful Work Teams](#) (February 2015)

[Performance Management](#) (January 2015)

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

What topic would you like us to address in upcoming webinars? Please [let us know!](#)

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