



THE BOTTOM LINE

Vacation Time Off and Vacation Pay: Do You Understand the Difference?

ARTICLES OF INTEREST

ANNOUNCEMENTS

Congratulations to Spring Loaded Technology
HR pros Job Postings

UPCOMING EVENTS

Community Shredding
The Ceilidh Cup
Build Your Business on the Tall Ship Silva
On the Social Side in Halifax
Canada Day throughout the Maritimes

WEDNESDAY WEBINARS

July's Webinar: Employee Recognition Programs

THE BOTTOM LINE:

Vacation Time Off and Vacation Pay: Do You Understand the Difference?

In our last [Wednesday Webinar](#) we talked about the differences between Vacation Time Off and Vacation Pay as we have often found small business owners get confused and treat them as the same thing. Nova Scotia Labour Standards Code, however, treats them as two distinct, separate areas and it's important to understand what each is and how they are dealt with under the Code. How are these calculated, what's the minimum and what suggestions can we give you to think about? Check [our latest post](#) on our website for some high level thoughts, and feel free to check out the [webinar recording](#) as well for more details.

ARTICLES OF INTEREST

[Employee Recognition: Cost-Free To Provide, Costly To Neglect](#). Forbes Magazine, May 12, 2015.

[HR and safety professionals are developing joint goals and strategies for reward](#)

[and recognition programs -- both on and off the job.](#) Human Resource Executive Online, June 17, 2015.

[SHRM/Globoforce Survey Reveals Employee Turnover is Top Workforce Challenge Facing HR Leaders.](#) 4 Traders, June 22, 2015.

[Why Thanking Employees Can Make for a Better Leader.](#) The Wall Street Journal, June 22, 2015.

ANNOUNCEMENTS:

HR pros would like to congratulate [Chris Cowper-Smith](#), president and CEO of [Spring Loaded Technology](#), for winning the \$100,000 prize for the [2015 BDC Young Entrepreneur Award](#). Spring Loaded will use the prize money to expand their Burnside facility to manufacture the bionic knee technology. The company currently employs 11 staff at the facility.

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:

[Engineering Manager](#). Halifax, NS

[Structural Engineer](#). Dartmouth, NS

[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 with the details!!

UPCOMING EVENTS:

The [Downtown Dartmouth Business Commission](#) is hosting a **Community Shredding** event on June 29th from noon until 1:30pm in their parking lot at 163 Portland St, Dartmouth. Bring any old files and personal papers for secure document shredding courtesy of [Atlantic DocuSHRED](#).

The 4th Annual Ceilidh Cup combines a potent mix of golf, business and music and runs July 6-7th in Ingonish. For more information on this great event please visit [Ceilidh Cup!](#)

[ISANS](#) and the [Halifax Partnership](#) are hosting **Build Your Business on the Tall Ship Silva** on July 15th from 6:30-8:30pm. Enjoy a two-hour cruise on the Halifax waterfront while learning and sharing networking strategies with other business owners and business community members. [Register now](#) to make sure you don't miss the boat as there are limited tickets!

On the social side of things there's no shortage of events in Halifax in July. **The Nova Scotia Open** runs from July 2-6, the **Royal Nova Scotia International Tattoo** from June 30-July 7, the **TD Halifax Jazz Festival** from July 8-12, the **Halifax Pride Festival** from July 16-26 and the **Halifax International Busker Festival**, July 29-August 2. Information on each can be found on the [Destination Halifax website](#).

And of course don't forget **Canada Day celebrations** in your local area as well! In HRM, all of the details can be found on the [HRM Civic Events website](#). If you're in Moncton, check out the [Whoa Canada website](#) for more information, for our Saint John friends, see the [Canada Day Festivities website](#), and if you're in the Annapolis Valley area all the details can be found on their [Canada Day website](#). Unfortunately there are simply far too many areas where HR pros' clients and friends reside to list them all, but wherever you are we hope you enjoy the holiday!

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

HR PROS WEDNESDAY WEBINARS:

[Employee Recognition Programs](#)

Employee recognition programs can be an amazing way to motivate and reward behaviours you want to encourage in your employees, and help drive your organization towards its goals!

On the other hand, if not designed and implemented properly, you can suffer a double set back, in that the program actually demotivates positive behaviour or drives negative ones, plus you've wasted the time and money spent on a program not delivering the results you wanted!

Spend an hour with us for our July webinar and hear some useful tips on how to ensure your employee recognition programs are truly motivating the behaviours and organizational results you want to see!

Reserve your seat today!

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

[Reserve your place for Wednesday, July 15th at 10:30!](#)

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

[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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