



THE BOTTOM LINE

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THE BOTTOM LINE

Canada Summer Jobs - It's just coming into the official start of winter next week, so let's look ahead to the warmer months of summer! Canada Summer Jobs provides funding to help employers create summer job opportunities for students. The program 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 application period will be from January 4 - February 26, 2016. For the full details and applications, check out the [Service Canada website](#).

Two minimum wage increases coming to PEI in 2016. The minimum wage in Prince Edward Island will increase by 50 cents per hour in the coming year. The province's minimum wage was raised to the current \$10.50 per hour on July 1. [Cabinet has approved](#) 25-cent increases to take effect on June 1, 2016 and October 1, 2016, bringing the rate to \$10.75 per hour and \$11 per hour on those dates.

HR pros supports businesses by [providing human resources expertise](#) where needed to let owners do what they do best: grow their business. If you are worried or concerned that

you don't have the right employee policies for your business, contact [Sylvain](#) or [Greg](#), to arrange for a complimentary evaluation.

ARTICLES OF INTEREST

[Halifax Transit discrimination case delayed](#). Herald News, November 30, 2015.

[Persons with disabilities continue to be marginalized in Canadian society: CHRC](#). EIN News, December 2, 2015.

['Tis the season to avoid discrimination](#). Canadian HR Reporter, December 8, 2015.

[Kings County celebrates inclusion, multiculturalism on Human Rights Day](#). Kings County Register, December 10, 2015.

[Halifax Transit needs names for its 2,700 bus stops](#). The Coast, December 10, 2015.

[Human rights complaint filed over Correctional Service of Canada transgender policy](#). Yahoo News, December 15, 2015.

[CBC Celebrates UN Human Rights Day With Stories and Court Battle](#). Oye! Times, December 12, 2015.

ANNOUNCEMENTS

Nova Scotia takes action to reduce red tape. The Nova Scotia provincial government's recently announced the [Regulatory Reporting and Accountability Act](#). This legislation will formalize the recent cooperation of the three Maritime Premiers on red tape reduction and commits the Office of Regulatory Affairs and Service Effectiveness to publicly track progress on reducing the regulatory burden. For the full story check out the link to the NovaScotia.ca [announcement](#).

Winter Operations in Halifax. This past winter was among the worst in decades and it took a toll on everyone. Halifax has made serious preparations to try and avoid a repeat of last winter. They have reviewed and developed a new winter operations plans which you should familiarize yourself with to ensure towing and ticketing is kept to a minimum, and that the streets and sidewalks remain safe for everyone. For more information, visit the [Winter Operations page](#) and be sure to sign-up for [Service Updates](#) to keep informed.

Are you fully informed on the current state of your Human Resources function in your organization? [HR pros](#) offers a [complimentary review](#) of your organization's Human Resources, Occupational Health and Safety programmes, Workers' Compensation Board files, and training systems for comprehensiveness, compliance and best practices.

If you'd like to take advantage of this complimentary review, please contact either [Sylvain](#) or [Greg](#) to arrange an appointment.

Job Posting Announcements!

Although all of our clients are happy and not looking to hire at this time, feel free to keep an eye on the [recruiting page of our website](#) for searches as they go live!

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

[Sackville Business Association](#) will hold its monthly Meet & Greet January 7 from 8:30-9:30am hosted by Simply For Life at 91 Sackville Drive in Sackville. Everyone is invited for coffee, tea and networking!

[Sip.Chat.Connect](#) is holding its **Halifax Meetup** on January 19 at 10:00-11:00am at [Platform Space](#), 540 Southgate Drive Suite 204 in Bedford. Not in the Halifax area? They also have one January 7 from 8:30-9:30am at Tan Coffee, 431 Main St in **Kentville** as well as a third on January 28 from 8:30-9:30am at the Job Resource Centre, 80 Water Street in **Windsor**.

The [Halifax Chamber of Commerce's](#) 2016 Halifax Business Awards will be on January 28 at the World Trade & Convention Centre, 1800 Argyle Street in Halifax from 5:00-9:30pm. Check out the [event page](#) for all the details and RSVP information.

[Downtown Dartmouth Business Commission](#) is holding its monthly networking event January 27 from 8:30-9:30am. Check out their [events page](#) for all the details!

Do you have an event you'd like to share through our newsletter? If so, please contact [Greg Cole](#) with the details.

MONTHLY WEBINARS

[Understanding the Demographics](#)

Join us for January's Wednesday Webinar and learn more about what actually motivates the different generations that make up your workforce! Your employees are spanning a number of generations, and each one has some very distinct factors that made them who they are as a group, and motivate them to perform on the job.

Spend 45 minutes with us and you'll walk away with some actionable tips and suggestions on how to maximize performance of these very different generations!

[Reserve your seat today!](#)

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

[Reserve your place for January 20, 2015 at 10:30am](#)

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

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

[Personnel Policies: Sharing the Rules](#)

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

[Job Descriptions: The Many Uses of Job Descriptions & How They Help Build Accountability](#)

[Retaining Your Best Employees](#)

[Employee Retention Programs](#)

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

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

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

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

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