



Connecting Businesses with Their People.

THE BOTTOM LINE:

The Canada Summer Jobs Program provides funding to help employers create summer job opportunities for students. Details of the program are [here](#). Deadline for funding application is 28 February.

The previously announced changes to the Canada Pension Plan are starting to be take effect in 2011. For further information on these changes, please visit the [HRSDC website](#).

ARTICLES OF INTEREST:

Mitigate Mental Health Issues in the Workplace. Importance of creating a work environment that reduces stress and pays attention to mental health concerns. Offers three tips: EAP, Employee policies, and communication. [Benefits Canada 8 Feb 2011](#).

When can a worker say no to the boss? What is reasonable, what is the context? [Vancouver Sun 8 Feb 2011](#).

Insubordination treads a fine line. Points to consider before firing for insubordination. [Financial Post 9 Feb 2011](#).

Is it a snow day or a sick day? Discusses the need for a policy for inclement weather. [HR pros 9 Feb 2011](#).

\$30,000 awarded in texting case. A Vancouver-area woman has been awarded nearly \$30,000 after winning a human rights case against her boss who harassed her with a series of sexually suggestive and abusive text messages. [Vancouver Sun 18 Feb 2011](#).

ANNOUNCEMENTS:

We have changed the look of our website. Check it out at <http://www.hr-pros.ca/> Tell us what you think in this [on line survey](#) at the bottom of our home page.

Small business owners are often faced with challenging Human Resources issues and do not readily have access to professional expertise to guide them in their decision process. A wrongful termination or an incorrect decision can have dire consequences for the business. Our [HR on Call](#) service is specifically designed to be your solutions. We have just redesigned [HR on Call](#) to serve you better.

We are also introducing a new section on our site: "[Ask our experts](#)". This is designed to share more information about Human Resources Management issues, problems, and solutions. Simply send us your question, using the form at the bottom of the page [Ask our experts](#). We will publish the answer to the most interesting questions or the most frequently asked questions. You or your company will not be identified.

UPCOMING EVENTS:

On Friday, **25th February at the [Halifax Club](#)** - Happy Hour in support of A Different Stage of Mind. This is a fundraising event in support of the Mental Health Foundation of Nova Scotia. 50-50 draw, live auction, and a sneak peek of Jodi's Madonna performance. The event starts at 5:00pm and all are welcome.

The 12th annual **Celebrity Dreamscape gala** in aid of Phoenix programs for homeless youth will be Friday, 6th May. For ticket information, please call Crystal Cowie at 405-3058 or visit [Phoenix's website](#).

The **Canadian Association of Family Enterprise of Nova Scotia** will hold its annual Peter Wilson Dinner on Friday, 27th May at the Cunard Centre. Louis Deveau, Chairman and Founder of Acadian Seaplants Limited (ASL) and his son Jean-Paul Deveau, ASL President, will be the keynote speakers. For ticket information, visit the website of [CAFE Nova Scotia](#).

The **Junior Achievement Business Hall of Fame Dinner** will be held on Wednesday, 8th June at the World Trade and Convention Centre. Details will be posted on the Junior Achievement of Nova Scotia's [website](#) in the coming weeks.

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