



### THE BOTTOM LINE:

Remember those who have made the ultimate sacrifice. November 11 is Remembrance Day and is governed by the Remembrance Day Act in Nova Scotia. For more details see rules about [Remembrance Day](#).

Every year, the seasonal flu has an impact on the productivity of workers. Across the country, time loss from work due to flu adds up to millions of hours. The seasonal flu vaccine is [free for all Nova Scotians](#). Employers should consider holding their own flu clinics.

Are you looking for hard working staff who can speak several languages? HR pros is helping francophone immigrants establish themselves in Halifax. This is a provincially funded program with possibility of a wage subsidy. [See details](#). Contact [Sylvain](#).

### HELP FOR BUSINESSES:

The [Halifax Business Directory](#) and the [New Brunswick Business Directory](#) are two very good and free resources to find out what is happening in Halifax and in New Brunswick. Free to list your events.

Do you need help with market analysis, marketing plans, business plans, productivity, and funding proposals? [Market Pursuits](#) has a solutions for you.

### ARTICLES OF INTEREST:

**NS worker convicted in asbestos discovery case.** Failing to properly report asbestos contamination by following the chain of command at a workplace has resulted in the conviction of a Nova Scotia worker under the Occupational Health and Safety Act. [Canadian OH&S News 18 October 2011](#).

**N.S. labour officers levy \$1.1M in fines.** Provincial labour inspectors have fined employers and employees more than \$1 million in fines for health and safety violations. [CBC 19 October 2011](#).

**Mining company fined \$100k for safety violations.** A mining company in Yukon has been fined more than \$100,000 for workplace safety violations. [CBC 20 October 2011](#).

**Health authority failed to protect workers from violence.** WorkSafe BC provides details on a \$97,500 fine against the Vancouver Island Health Authority for failing to protect its workers following three violent incidents within eight months. [The Tyee 25 October 2011](#).

**Good luck reading riot act in B.C.** Prior to the Vancouver riot, Camille Cacnio was employed at Vancouver's Burrard Acura auto dealership. Her employment was terminated after she was identified as one of the rioters. [Winnipeg Free Press 26 October 2011](#).

**Some costumes too sexy for the workplace.** What kinds of costumes are allowed for Halloween in the workplace? [Edmonton Journal 28 October 2011](#).

If you require assistance in developing employee policies or want to know more on how to avoid incurring OH&S fines, contact [Tanya](#) or [Sylvain](#).

### UPCOMING EVENTS:

Junior Achievement of Nova Scotia will hold its "Pitch It" luncheon on 16 November at the WTCC. Youths from company programs will pitch their business ideas to a panel of celebrity coaches. Details for this unique event can be found on the [JA web site](#).

On the 1st Wednesday of every month, join [Business Alliance for Local Living Economies \(BALLE\)](#) Nova Scotia and other local businesses to chat about what is happening in local and independent business in Nova Scotia. HR pros is a member of BALLE Nova Scotia.

### TELL US ABOUT YOURSELF:

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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