



HAPPY THANKSGIVING DAY!

THE BOTTOM LINE:

Thanksgiving in Canada is celebrated on the second Monday of October each year and it's an official statutory holiday - except in PEI, Newfoundland and Nova Scotia, however federally regulated institutions do observe Thanksgiving in these provinces too. Rules for Holiday Pay for Nova Scotia can be found [here](#).

On 1 October, the minimum wage is increasing to \$10.00 per hour in Nova Scotia and \$9.60 per hour in PEI.

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](#).

ANNOUNCEMENT:

HR pros was incorporated in October 2008. We officially turn 3 this month! Thank you for your support! Feel free to post your comments on our [Facebook page](#).

ARTICLES OF INTEREST:

Helping Businesses Succeed. Feature article in Metro Halifax about HR pros. [Halifax Metro 26 September 2011](#).

Whole Foods Plays it Cool. Tanya Sieliakus, [VP Consulting Services](#), was interviewed for this article in [Canadian HR Reporter 12 September 2011](#).

Facebook comments allowed in work-harassment claim. A Quebec administrative tribunal judge has allowed an employee to produce Facebook comments by co-workers as evidence in a work-harassment claim. [The Gazette, 8 Sept 2011](#).

Facebook policies tricky for employers, workers. Some companies are still trying to figure out how they can limit what their employees say about work online without running afoul of the law. [Globe and Mail 26 Sept 2011](#).

Province of Ontario's social media policy evolves. Four years after it banned the use of Facebook, YouTube and similar tools by employees, the government is figuring out how to strike an appropriate balance between flexibility and risk management. [IT World Canada 27 Sept 2011](#).

To block or not to block: Facebook at work. As social networking has increased in popularity, employers are faced with a dilemma. Should they allow employees to continue to access sites like Facebook and Twitter, or should social networking be blocked? [Business Insider 28 Sept 2011](#).

If you require assistance in developing a policy for social media or any other employee policies, contact [Tanya](#) or [Sylvain](#).

UPCOMING EVENTS:

Tanya Sieliakus, [VP Consulting Services](#), will be conducting a workshop on Occupational Health and Safety at the [Wooden Monkey Restaurant on 13 October](#).

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.

The Halifax Chamber of Commerce's [Business to Business Expo](#) will be on 20 October at the WTCC. It is free to attend so be sure to mark your calendar and stop by [HR pros'](#) booth!

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.

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.



Follow us on Facebook at: www.facebook.com/hrpros