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WEST-CAN HR
We Help You Work!

2026

Westman Works

Local support, smart strategies, stronger businesses

A LITTLE GOODBYE BEFORE A BIG HELLO!

October 9th marked a bittersweet day here at West-Can HR as we said goodbye (for now!) to our HR Administrator, Regina, as she officially began her maternity leave. Regina will be away from the office until April 2028 as she gets ready to welcome her baby boy and enjoy this exciting new chapter with her growing family!

Of course, we couldn't let Regina head off on maternity leave without a little celebration! On Thursday, October 8, we surprised her with a baby shower right here at the office. Everyone came together for a potluck lunch, bringing in their own dishes and treats to share. The best part was that Regina had caught wind of the lunch plans but had no idea what we were actually planning. With Thanksgiving just around the corner, she assumed we were having a Thanksgiving potluck and even brought a couple of dishes herself! Little did she know, the whole celebration was actually for her!



It was so nice to have everyone together to enjoy some good food, share a few laughs, and celebrate Regina before she headed off. We were happy to have the chance to make her last couple of days in the office a little extra special and send her off with lots of love and well wishes.

While it will certainly be strange not having Regina around the office, we couldn't be more excited for her! We know she has so many wonderful moments ahead, and we can't wait to hear all about them and, of course, meet the newest little addition to her family!

Regina, thank you for everything you do for our team. We will miss having you around the office, but we hope you enjoy every moment of this special time with your baby boy. We wish you and your growing family all the happiness in the world and look forward to welcoming you back in April 2028!

Congratulations, Regina! We'll miss you, and we can't wait to meet your little one!

Opportunities

West-Can HR **Brandon Jobs**

CARM Job Postings



HR News

Remembrance Day: What Employers Need to Know

By: West-Can HR

With Remembrance Day approaching on November 11, 2026, we want to remind Manitoba employers of the unique rules surrounding business operations, employee scheduling, and wages under The Remembrance Day Act. Unlike general holidays such as Thanksgiving or Christmas Day, Remembrance Day is not considered a general holiday under Manitoba's Employment Standards Code. Instead, it has its own requirements intended to honour those who have served and sacrificed for our country. While most industries are required to close for the day, certain businesses, including restaurants, hotels, healthcare services, and other essential operations, are permitted to remain open. Retail businesses may also operate on Remembrance Day but must generally remain closed between 9:00 a.m. and 1:00 p.m., with some exceptions.

For employers with employees scheduled to work on Remembrance Day, it is important to understand the specific pay requirements. Employees who work on November 11 are entitled to **1.5 times their regular wage for all hours worked, with a minimum payment equivalent to half of their normal workday at that rate**, in addition to a regular day's pay. For example, an employee who normally works an eight-hour shift but only works three hours on Remembrance Day must still receive four hours of pay at 1.5 times their regular rate, plus their regular day's pay. Employees who do not work on Remembrance Day are not legally entitled to be paid for the day, although employers may choose to provide paid time off as part of their workplace policies or employment agreements.

With November 11 approaching, now is a good time for employers to review their operating hours, confirm employee schedules, and ensure payroll practices align with Manitoba's Remembrance Day requirements. Employers in the retail sector should also be aware that employees generally have the right to refuse work on Remembrance Day by providing at least 14 days' notice, subject to certain exceptions. At West-Can HR, we encourage employers to communicate their Remembrance Day plans with employees in advance, review any applicable pay entitlements, and ensure workplace policies reflect provincial legislation. Taking a proactive approach can help avoid payroll errors and scheduling confusion while allowing employers and employees to recognize the importance of this day and honour those who have served.

Remembrance Day: Wednesday, November 11, 2026

Sources:

- Manitoba Employment Standards. Remembrance Day. Government of Manitoba.
- Government of Manitoba. The Remembrance Day Act, C.C.S.M. c. R80.
- Manitoba Employment Standards. General Holidays. Government of Manitoba.

Upcoming Events

CommunityVotes Brandon 2026
- October 27, 2026
Social Media Marketing Workshop
- November 3-4, 2026
First Friday Coffee @ the Chamber!
- November 6, 2026

AI Workshop Series - AI for Marketing, Sales & Customer Engagement
- November 12, 2026

November Economic Growth Luncheon
- November 19, 2026

Grow Brandon Economic Summit 2026
- November 19, 2026

Business After 5:00 with Patersons LLP
- November 24, 2026

Association of Manitoba Municipalities Fall Convention 2026
- November 24-26, 2026

Brandon Career Symposium 2027 (Save the Date!)
-March 16-17, 2027

Spotlight Moments

Vote for West-Can HR!

By: West-Can HR

We are excited to share that West-Can HR has been nominated in three categories for the CommunityVotes Brandon 2026 Awards! This year, we are proud to be recognized in the categories of HR Services, Business Consulting, and Mediation Services. These nominations are a meaningful acknowledgement of the work our team continues to do in supporting businesses, employers, and individuals throughout Brandon and the surrounding Westman communities. Being recognized by our community is something we truly appreciate, and it reflects the relationships, trust, and connections we have been fortunate to build over the past 30 years.



Voting officially opens on October 27, 2026, and we would love your support! We encourage our clients, colleagues, friends, and community members to take a moment to vote for West-Can HR in all three categories. Every vote is an opportunity to show support for local businesses and recognize the services they provide within our community. We are incredibly grateful to everyone who has supported us along the way, and we look forward to participating in this year's CommunityVotes Brandon Awards!

Thank you for your continued support, and don't forget to cast your vote starting October 27!

Assiniboine College: Employer Showcase Series

By: West-Can HR

West-Can HR and Brandon Jobs were happy to take part in Assiniboine College's Employer Showcase Series! Katrina and Rob attended the event and had the opportunity to meet with students, share information about our services, and talk about the different ways we can help them prepare for life after graduation. It was great to connect with students who are beginning to think about their future careers and share some insight into the local job market, employment opportunities, and resources available to help them get started.

Throughout the showcase, we enjoyed chatting with students about their career goals, answering questions, and explaining how West-Can HR and Brandon Jobs can support them as they make the transition from college into the workforce. Whether it's preparing for the job search, exploring career opportunities, or finding the right employer, we want students to know that there are always resources available to help them along the way.



Shilo MFRC Symposium 2026

By: West-Can HR



We were happy to return to the Shilo MFRC Symposium again this year! Katrina and Rob attended on behalf of our team, and spent the day connecting with attendees, sharing information about our services, and discussing employment opportunities and resources available within the local community.

Throughout the event, we had the opportunity to speak with individuals at different stages of their employment journey, whether they were actively looking for work, considering a career change, or simply interested in learning more about the local job market. It was a great chance to introduce attendees to our services, answer questions, and share how we can help connect job seekers with opportunities in Brandon and the surrounding areas.

In addition to attending the symposium, we were also proud to sponsor the event's coffee station! We were happy to contribute a little something for attendees to enjoy throughout the day while they explored the event, visited the different booths, and connected with local organizations.

Events like the Shilo MFRC Symposium provide a great opportunity to get out into the community, make new connections, and continue building relationships with individuals and organizations in the area. We're grateful to the Shilo MFRC for welcoming us back for another year and giving us the chance to be involved in such a great community event. Between the conversations at our booth and sponsoring the coffee station, it was a day well spent connecting with attendees and sharing what we do!



Health Care Luncheon

By: West-Can HR

Our team was happy to take part in another Brandon Chamber of Commerce event, this time attending the Health Care Luncheon, with Rob, Heavenlee, Katrina, and Enzo attending the event. We set up a booth to share information about Brandon Jobs and connected with members of the local business community. Having participated in several Chamber events in the past, it's always nice to see familiar faces, meet new people, and have the opportunity to share how we help connect local employers with job seekers throughout Brandon and the surrounding areas.



Throughout the luncheon, our team had the chance to chat with attendees, introduce them to Brandon Jobs, and highlight how the platform can make finding and advertising local employment opportunities easier. With health care being such an important part of our community, it was a great opportunity to be part of an event that brought attention to the industry while also connecting with local businesses and professionals. We're always happy to be part of the conversations happening in Brandon, especially when it comes to supporting local employers and strengthening our workforce.



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