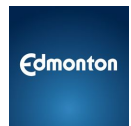




Drainage Transfer to EPCOR Union Management Committee MINUTES



DATE	April 18, 2017	TIME	3:00 pm
LOCATION	City Hall 3rd floor Boardroom		

ATTENDEES			
CITY of EDMONTON		EPCOR	
NAME	POSITION	NAME	POSITION
Linda Cochrane	City Manager	Stuart Lee	EPCOR
Todd Burge	Deputy City Manager/Proj Sponsor	Todd Chaffey	EPCOR HR
Jimmy Connor	IBEW 1007	Mike MacBeath	EPCOR Communications
Paul McKnight	IBEW 1007		
Joe Childs	CSU 52		
Mike Scott	CUPE 30		
Rick Ewashko	CUPE 30		
Brenda Waluk	CEMA		
Jeff MacPherson	HR		
Dina Traynor	HR		
Lori Yanish	Communications		

Summary of Discussion Items	
1	<p>General comments:</p> <p>Todd - high level Transition Plan is in place - still a lot of heavy lifting to do.</p> <p>Linda - wants to ensure the Unions have an opportunity to provide input.</p> <p>Stuart - will work with the Unions toward a goal of getting unionized employees and City agreements harmonized with EPCOR agreements. Will be setting up an EPCOR meeting with each of the Unions as a first step to discuss process. Management employees will transfer with their current salary and benefits - plan is to work with each individual to bring them into EPCOR's salary grid and benefits.</p> <p>Linda/Jimmy - agreed that Communications will be key - will need to say what we know - had an initial meeting, figuring out a transition and communication plan, more information will follow.</p> <p>Brenda - suggested that Communications be issued on a regular schedule so that affected employees can anticipate updates.</p>
2	<p>Principles:</p> <ul style="list-style-type: none"> ● Transparency



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	<ul style="list-style-type: none"> ● Good communication ● Good faith negotiations - around the harmonization of collective agreements ● Deliver what we promise and don't over promise ● Give each other the benefit of the doubt ● No negative comments - look forward to the future, now that the decision has been made
3	<p>Round table listing of issues that will need to be addressed:</p> <ul style="list-style-type: none"> A. Who is transferring? B. Wages and Benefits C. Transition team membership D. Communications plan (responding to questions) E. Work locations F. Education plans G. City of Edmonton - data, employee records, etc H. Will there be an option to stay with the City? I. Change Management plan J. Identification process for share service employees affected by the transfer decision K. Availability of staff for transition work and bargaining work (especially over the summer months) L. Outstanding grievances related to Drainage employees
NEXT STEPS	Call another meeting in approximately 2 weeks to review the draft Transition Plan.