

Drainage Transition Project Update from Amanda Rosychuk

I'd like to provide you with an update on the progress of the Drainage transition to EPCOR since City Council's decision on April 12:

- A joint team between the City and EPCOR has been formed to support a smooth transition, including ensuring that customers and employees are well prepared before and after the expected September 1 transfer date.
- Right now our top priority is to identify which employees will be transitioning to EPCOR. EPCOR and City managers have spent the past couple of weeks discussing the functions and structures that will be transferring to EPCOR, and we expect decisions on who is transferring to be made in the next two weeks. Each transferring Drainage employee will be informed directly.
- At the same time, we are also continuing to develop a functional structure for the EPCOR Drainage organization that we will share with all City employees and EPCOR employees when available.
- EPCOR has initiated discussions with all unions to review collective agreement transition items affecting the transferring employees. Meeting schedules are currently being determined with each union and we are committed to keeping union leadership informed of decisions and communication on all decisions related to employees.

To keep EPCOR employees informed as the transition progresses, we are setting up a weekly information cycle beginning the week of May 15. This includes an email address for employees to submit questions, a dedicated SharePoint site with FAQs, and communication through EPCOR's regular internal channels. This will be complemented with face-to-face sessions, training, support teams, and other activities to support and inform impacted employees.

For people managers, there will be an optional 30-minute teleconference every Wednesday to discuss latest updates and receive employee support materials. Please see the attached FAQs for sign-up instructions.

Our approach is to share the same information about the transition with both City and EPCOR employees so that each side knows the same things.

I know that some of you (and your employees) have contact with Drainage employees through your day-to-day work. If you are asked what it's like to work for EPCOR, some topics you might want to consider are our approach to customer service, our safety culture, or our work practices.

I'm very excited about this project and the team that has been established to support it. I invite you to stay connected as we move forward, and have attached answers to some of the more common questions we've received to date.

Sincerely,
Amanda Rosychuk, SVP Corporate Services

Questions and Answers

How will EPCOR employees know how to stay informed about the transition?

An ENN during the week of May 15 will share with employees how to access the dedicated SharePoint site, submit questions, and stay connected. The SharePoint site will answer many common questions and will post regular project updates. Employees may wish to sign up for notifications when new information is posted to the site.

How do managers join the optional weekly Wednesday teleconference?

To add the meeting into your Outlook calendar, [click on this link](#). When prompted, “Open” the file and then “Accept” it into your calendar.

Will Drainage positions face contracting out? Will there be layoffs in redundant areas?

All Drainage and identified shared service employees will have job security. There will be no layoffs. Temporary employees will have the same job security rights as they do today, as set out in the collective agreements. EPCOR expects to realize operational efficiencies over time. This will be managed with no layoffs or reduction in service to customers.

How are you identifying who will be transferred to EPCOR?

Management is currently reviewing the Drainage organization and all the areas that provide service to Drainage. There are two groups of employees being identified: those who spend the majority of their time working and supporting Drainage, and those who split their time between Drainage and other departments in the City.

Those who spend the majority of their time working or supporting Drainage will transfer to EPCOR – with the exception of the Growth and Land Development planning and engineering groups, which will remain with the City as agreed to in the Letter of Intent.

For positions that split their time between departments (such as Shared Services), the amount of time spent supporting Drainage is being identified and translated into number of people that will be transferred to Drainage. From there, employees whose experience and skills best fit the transfer will be identified.

When will the organizational structure be shared?

Employees who are transferring from Drainage to EPCOR will be informed directly within the next couple of weeks. At the same time, we are also continuing to develop a functional structure for the EPCOR Drainage organization that we will share with all City employees and EPCOR employees when available.

Will EPCOR offer retirement packages for employees that are near or at retirement age?

No. There will be no packages offered to either Drainage or EPCOR employees.