

## Employee Update on Drainage Transition

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To: [Chris.Ward@edmonton.ca](mailto:Chris.Ward@edmonton.ca); [Todd.Wyman@edmonton.ca](mailto:Todd.Wyman@edmonton.ca); [Michelle.Poh@edmonton.ca](mailto:Michelle.Poh@edmonton.ca); [Ellen.Tian@edmonton.ca](mailto:Ellen.Tian@edmonton.ca); [Frank.Fechner@edmonton.ca](mailto:Frank.Fechner@edmonton.ca); [Ryan.Olson@edmonton.ca](mailto:Ryan.Olson@edmonton.ca); [Jeff.Ward@edmonton.ca](mailto:Jeff.Ward@edmonton.ca); [Dave.Florax@edmonton.ca](mailto:Dave.Florax@edmonton.ca); [Rhiannon.Stromberg@edmonton.ca](mailto:Rhiannon.Stromberg@edmonton.ca), [Bradley.Leeman@edmonton.ca](mailto:Bradley.Leeman@edmonton.ca), [Albert.Kwan@edmonton.ca](mailto:Albert.Kwan@edmonton.ca), [James.Tan@edmonton.ca](mailto:James.Tan@edmonton.ca), [Byron.Nicholson@edmonton.ca](mailto:Byron.Nicholson@edmonton.ca), [Dean.Carnduff@edmonton.ca](mailto:Dean.Carnduff@edmonton.ca), [Peter.Ohm@edmonton.ca](mailto:Peter.Ohm@edmonton.ca), [Jorge.Castellanos@edmonton.ca](mailto:Jorge.Castellanos@edmonton.ca), [Jason.Meliefste@edmonton.ca](mailto:Jason.Meliefste@edmonton.ca), [Craig.Walbaum@edmonton.ca](mailto:Craig.Walbaum@edmonton.ca), [Alex.Philip@edmonton.ca](mailto:Alex.Philip@edmonton.ca), [Jeff.MacPherson@edmonton.ca](mailto:Jeff.MacPherson@edmonton.ca), [David.Booth@edmonton.ca](mailto:David.Booth@edmonton.ca), [Roxanne.Kits@edmonton.ca](mailto:Roxanne.Kits@edmonton.ca), [Stacey.Padbury@edmonton.ca](mailto:Stacey.Padbury@edmonton.ca), [Barry.McNabb@edmonton.ca](mailto:Barry.McNabb@edmonton.ca); [Sharla.Langley@edmonton.ca](mailto:Sharla.Langley@edmonton.ca); [Pamela.Sharpe@edmonton.ca](mailto:Pamela.Sharpe@edmonton.ca); [Larry.Chyzyk@edmonton.ca](mailto:Larry.Chyzyk@edmonton.ca); [Sid.Lodewyk@edmonton.ca](mailto:Sid.Lodewyk@edmonton.ca); [dina.traynor@edmonton.ca](mailto:dina.traynor@edmonton.ca); [Keith.Chorley@edmonton.ca](mailto:Keith.Chorley@edmonton.ca); [mary.sturgeon@edmonton.ca](mailto:mary.sturgeon@edmonton.ca); [katherine.heath-eves@edmonton.ca](mailto:katherine.heath-eves@edmonton.ca); [michael.labrecque@edmonton.ca](mailto:michael.labrecque@edmonton.ca)

Cc: [Doug.Jones@edmonton.ca](mailto:Doug.Jones@edmonton.ca); [Carolyn.Campbell@edmonton.ca](mailto:Carolyn.Campbell@edmonton.ca); [Linda.Cochrane@edmonton.ca](mailto:Linda.Cochrane@edmonton.ca); [Adam.Laughlin@edmonton.ca](mailto:Adam.Laughlin@edmonton.ca); [Gary.Klassen@edmonton.ca](mailto:Gary.Klassen@edmonton.ca); [Rob.Smyth@edmonton.ca](mailto:Rob.Smyth@edmonton.ca); [brian.latte@edmonton.ca](mailto:brian.latte@edmonton.ca); [Phil.Sande@edmonton.ca](mailto:Phil.Sande@edmonton.ca); [Lori.Yanish@edmonton.ca](mailto:Lori.Yanish@edmonton.ca); [Claudia.Pooli@edmonton.ca](mailto:Claudia.Pooli@edmonton.ca)

From: Todd Burge

### Re: Update on plans for transitioning drainage services to EPCOR

I'd like to share the current progress on the transition of Drainage to EPCOR. A joint team between the City and EPCOR has been formed to run a smooth transition, and ensure that our citizens are well served and our employees are well prepared before and after the September 1 transition.

Their first priority has been identifying which employees will transfer to EPCOR. Within the next two weeks, supervisors will be required to speak directly with those staff on a group or individual basis and provide them with a letter confirming that their position is included in the transfer.

Understandably, those who will be joining EPCOR have questions about what will change and what will remain the same. The attached Frequently Asked Questions document will begin to answer some of those questions.

Starting on May 18, we will produce a weekly newsletter with the most current information, distributed by email and paper copies circulated at worksites.

Other sources of information will follow as work on the transition progresses. Next week, the team will launch an information page on OneCity with reference information and a tool for

you to submit your questions. Updates will also be provided to supervisors on a weekly basis to help them respond to questions from employees. Over the coming months, there will be face-to-face sessions, demonstrations of new systems, feedback sessions, training, transition support teams and many other opportunities for employees to prepare for their transfer and ask questions.

The joint City and EPCOR transition team has been reviewing how drainage is currently structured within the City and the functions within each section. This will help EPCOR develop its September 1 organizational structure. EPCOR hopes to share this structure within the next month.

During these conversations, there was a great deal of discussion about how City and EPCOR employees will collaborate after September 1. We are forming a team to look at those critical integration points and the processes and mechanisms required to ensure work happens seamlessly after the transition.

I want to thank you for your continued work and professionalism during this transition. You have my assurance the transitions teams are working as quickly as possible to get you the answers you need.

Todd Burge, CFO and ELT Sponsor - Drainage to EPCOR Transition

## **Questions and Answers**

### **Will my position 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.

### **When will the organization structure be available?**

Employees who are transferring to EPCOR will be directly contacted to inform them within the next couple of weeks. In the days that follow that, we expect to share the basic Drainage org structure and the list of who is transferring to EPCOR.

### **What if my manager or supervisor is not transferring to EPCOR?**

Managers and supervisors in all affected areas will be kept informed of updates regardless of whether they personally are transferring to EPCOR. This allows them to continue to share information with their staff. There will also be a number of additional activities to reach out to transferring employees, from face-to-face sessions to feedback tools to training and support activities.

### **Will my salary and benefits change?**

All existing collective agreements with the City are still in effect. EPCOR will negotiate with the Unions to harmonize wages, benefits and terms and conditions between the City and EPCOR collective agreements as soon as practical. These negotiations will include any transition issues that may arise. Non-union Drainage employees will have the opportunity to transfer to EPCOR with current salaries and will be transitioned to EPCOR's Total Rewards and benefit plans.

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

No. All Drainage and identified shared service employees will have the opportunity to transfer to EPCOR. There will be no layoffs and any reduction in positions will be managed over time through attrition only.