

Drainage Transition to EPCOR Update

June 8, 2017



This newsletter is the primary source for updates on the progress of transition efforts. Look for it every Thursday.

Employee Town Halls Coming

Last week, we talked about an increase in face-to-face communication about the transition, including Town Hall information sessions. One hour sessions are being scheduled at several sites between Tuesday, June 13 and Thursday, June 22. This will give you an opportunity to hear EPCOR and City leaders share current progress, respond to your questions, and outline support for employees through the transition. Watch for an invitation through email or from your supervisor in the next couple of days.

Overview of System and Technology Changes

Work is ongoing to assess what needs to be done with systems and technology before and after the transition so there is minimal disruption to day-to-day work. Here are some highlights of what we know will be changing for employees in the transition:

- **Your computer:** Employees will be receiving a different PC or laptop (based on what you currently have) throughout July and August. After the swap, you will still have access to City systems and documents until September 1. The computer you receive will be formatted for EPCOR's system, ensuring a smooth transition on September 1.
- **SAP:** All usage of the SAP enterprise system will migrate to an EPCOR system. Payroll, time entry, supply chain/purchasing and financial will migrate to EPCOR's Oracle eBusiness on September 1. Work management will migrate to EPCOR's Ivara work management system later in 2017.
- **Google applications:** Drainage employees will use Microsoft Office products once they move to EPCOR. Training and support will be made available for that transition.
- **Email/Documents:** The team is evaluating tools for converting email and other documents (Google Sheets, Google Docs).

Most other systems used by Drainage will be brought over to EPCOR. This includes GIS applications, DRAINS, WISKI/SODA and so on. Cell phones will be transferred to EPCOR. Solutions will be determined for all other technology devices. The detailed analysis of how we will transfer these systems is underway.

Last week, employees who are moving to EPCOR in the transition received an email from Chris Ward requesting you to complete an online form with information about your devices. By having a full inventory, we can ensure all devices are converted.

As part of the systems and technology work, we will put in place training and support for employees. You will hear more about this in the coming weeks.

Updates on Answering Employee Questions

We wanted to give a quick update on the status of the questions you have been sending into the email box drainage.transition@edmonton.ca. With the volume of communication, we aren't able to personally respond to each question raised, but our goal is to ensure that all questions get answered through this newsletter and on [OneCity](#).

We've had 92 unique questions asked through the box, and we've published answers to 45 of those questions. We expect to be able to answer about 20 more questions in the next week on topics related to how specific departments fit into the org chart, and some other HR-related questions. At the end of June, we will begin to publish a list of any remaining unanswered questions, so you will know what has been asked and what we are still working on.

Examples of questions that we don't have answers to yet include:

- Where functions/projects/assets are being split, where is the line between Drainage and EPCOR and how will we ensure we work together on these joint items going forward (many different questions have this theme from planning functions to combination Drainage ponds/parks)?
- Are work locations changing, and if so, when?
- What is EPCOR's approach to HR topics like: engagement, support for certification, promotion criteria?
- What is the effect on land/facilities, including legal ownership, security, physical separation at joint site, and building maintenance?
- What is the process for budgets for the rest of this year and next?

The transition team is focused on getting these answers to you as quickly as possible. Keep watching this newsletter for updates.

Answering Pay and Benefits Questions

EPCOR and each of the unions (CUPE 30, CSU 52 and IBEW 1007) are working diligently to reach Transition Agreements that reflect the interests of all parties. EPCOR and each of the unions have an agreement that specific elements of the discussions remain confidential between the parties; however, the parties have agreed to joint communication throughout the process.

While Transition Agreements are being determined, we understand that employees may be anxious about terms and conditions that may affect them. Especially in the case of discussions with more than one bargaining unit (three in this case), employees may also be concerned with what members of another bargaining unit will get as part of their contract.

We appreciate that there are still many questions surrounding pay rates, EDO's, benefits, vacation, hours of work, etc. For union staff, these answers can only come when transition discussions with your union are concluded.

We cannot share what EPCOR offers current employees, as this may not represent the final outcome of the transition discussions currently underway, and may be seen as inappropriate influence on the process. Union members can direct any questions on the transition talks to their union leadership or specific representatives listed in the update notices.

For management and out-of-scope employees, EPCOR is continuing to receive data from the City on current pay, benefits, and hours of work. That data needs to be understood before any final decisions are made. EPCOR is committed to communicating on these topics as decisions are made, in advance of September 1.

What If My Group Isn't on the Current Org Chart

With the first part of the org chart released last week, most areas of Drainage were able to identify the likely place that they fit in the new structure. However, for a few areas, that may not be obvious at this time, particularly if most of your management chain is staying with the City. Some examples include Survey, Inspections, Flood Proofing Program, Public Education, Information Technology, Human Resources, Finance, and Health & Safety.

The alignment may not be clear in all cases, but all transferring positions fit into the EPCOR organization chart. Drainage and EPCOR are working right now on an organization chart below the General Supervisors to show the alignment of every single transferring position. EPCOR has received data from the City on all the functions that are transitioning on September 1, however the completed list of employees transferring over is not yet complete. We should be able to share the completed structure with employees in the next couple of weeks.

We are also working to ensure that all employees are kept informed and engaged with the information they need for the transition, even if your manager is not coming to EPCOR in the transfer.

What to Say to Customers

If customers have questions about the impact of the transition to EPCOR, here are some key points that you can share:

- EPCOR will be building on the work that Drainage has done to date and looks forward to welcoming Drainage staff and the expertise they bring.
- Major initiatives and activities will proceed as planned. Until September 1, decisions on planning, operating, interacting with citizens and all other daily activities continue as they always have. Any questions or inquiries related to Drainage projects or operations should be directed to the City of Edmonton.
- Drainage will remain 100% owned by the City of Edmonton. This is a transfer. Drainage staff will continue to do Drainage work.
- EPCOR will align with the City's public engagement framework. EPCOR has a proven track record of public consultation, and a proven commitment to engaging stakeholders. EPCOR's Community Advisory Panels for its Water business are an example of this, as well as its engagement activities on construction, maintenance and upgrade projects.

Leadership Profile: Amanda Rosychuk

On September 1, Amanda Rosychuk, who is currently Senior Vice President, Corporate Services at EPCOR, will assume the new role of SVP, Drainage Services.

Since joining EPCOR in 1992, Amanda has held senior management positions in areas across EPCOR, including Electricity Operations, Corporate Services, EPCOR Water, Energy Services, and EPCOR Alberta. She holds a BSc in Electrical Engineering from the University of Alberta and is a graduate of its Executive MBA program.

Currently, Amanda serves on the Board of Directors of Women Building Futures and is also on the Board of Directors of Waste RE-solutions Edmonton.

Recently she sat down to talk more about this transition and what she is bringing to the team.

You're currently leading the transition team and you've been selected as the SVP for Drainage Services. What excites you about this new opportunity?

Amanda: I'm most looking forward to getting out to the various sites, meeting the people who work in Drainage and learning about what they do and what projects they're working on. I'm also looking forward to getting back into more of an operational role. In my 25-year career with EPCOR, I've spent 20 years on the operations side of our business and I'm excited to be going back into operations.

What do you bring to this position and to the Drainage team overall?

Amanda: I've been very fortunate to have had the opportunity to work in almost every part of EPCOR. One thing I bring to the organization is a real understanding of EPCOR and how each of the different areas of the company operates. Because of this experience, I'll be able to identify opportunities to share information both ways across Drainage and the rest of the organization.

I also bring my insights working on transitions. This isn't the first transition project I've led — I led EPCOR's acquisition of water in the US. I also saw firsthand the transition of EPCOR Water as well as the Goldbar Waste Water Treatment Plant. I'm also bringing my attitude and enthusiasm to our approach of bringing Drainage folks into the EPCOR family..

What do you think is important to make this transition is a success?

Amanda: Anytime you go into a situation that is unfamiliar or it's something you haven't done before, you can feel uncertain. Personally, I've been part of EPCOR reorganizations and have changed positions within EPCOR, so I know it's always a bit scary when you get a new boss. Here we have a whole team that is going to be reporting to someone new. A big part of it is making sure you respect people and what they do, and they know you respect them.

This transition will be a success if people feel like they are welcomed and valued; like EPCOR is proud and happy to have them. I think it will also be successful if we try to minimize people's uncertainty and feeling like they don't know what is going on.

Favourite place you've ever travelled to?

Amanda: Portugal. I've been there three times and absolutely love it. My husband and I took our kids there when they were really young. People are so friendly, there's so much culture and history combined with beaches, nice weather and great food. I just love it there.

What's one thing on your bucket list?

Amanda: I've got a ton of traveling I'd like to do that I haven't done yet. I'd like to climb Machu Picchu. I'd also like to go on a safari — the kind where you go look at animals you would never have the opportunity to see here.

What do you like to do in your spare time?

Amanda: We have a lake lot that has no running water, no electricity and no phone. It is completely peaceful. We've got the whole gamut of water toys that breaks up the quiet a bit. It's not everyone's idea of a luxury weekend but there's something to be said about the peace and quiet!

Anywhere I travel, I like to go hiking. I also like to spend time with my husband and kids, who are 19 and 21. They're fun to be around and no matter where we are, I'm happy to spend time with them.

What do you love most about EPCOR?

Amanda: Exactly what's happening right now. When I started at EPCOR, I remember looking at some of the people who worked here and thinking, "That will never be me. I could never stay in one job for that long." I never thought I'd be here 25 years later. Because we have diversity in jobs and are geographically dispersed, there are lots of opportunities. The company has supported me along the way in terms of helping me get my MBA and furthering my professional development. I wouldn't be where I am without their support. Today, I couldn't imagine being anywhere else.

More information and responses to your questions

You can find all information related to the EPCOR transfer at onecity.edmonton.ca/EPCOR.

If you have more questions about the project, review these [frequently asked questions](#). If you can't find the answer to your question, email drainage.transition@edmonton.ca.