

Drainage Transition to EPCOR Update

July 13, 2017



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

Update on Union Discussions

On Friday, July 7, EPCOR, CUPE 30, CSU 52 and IBEW 1007 issued a joint statement reporting that all parties reached a Memorandum of Agreement dealing with transition items. A copy was distributed by email to employees transferring to EPCOR and published on onecity. Printed versions have been placed in common areas at sites.

Re-Branding

Fleet

As vehicles are sent for servicing over the next few weeks, they are being stripped of the blue striping, and will have the vehicle weight decals permanently applied. For vehicles that won't be serviced before September 1, a team will visit sites to make the changes when vehicles are not in use. The Unit number of the vehicles will remain the same.

Starting the evening of August 31 and continuing through September, the City of Edmonton logos will be replaced with EPCOR logos. The most critical activity for September 1 is that all vehicles must have their licence plates, registration, insurance, and fitness and safety certificates changed before they can be driven that day. There will be a dedicated team working through the night on August 31 to make that happen.

Buildings

Drainage buildings where transferring employees are located will have their external signs changed from the City of Edmonton to EPCOR on the evening of August 31, weather dependent. Unmanned buildings will be changed at a later date.

Hard Hats

Replacement hard hats with the EPCOR logo will be distributed to employees starting on September 1. It may take a few days to complete the replacements. Options for your existing hard hats are being explored.

Clothing

EPCOR will not be doing a mass replacement of clothing in September. For those employees with direct interaction with the public in the field, such as the inspectors, EPCOR patches will be available for attachment to existing clothing. Later this year, EPCOR will engage with employees to discuss and test options for clothing replacement.

Stationery

EPCOR's Public and Government Affairs will work with each site in August to ensure there is an initial supply of branded stationery, like letterhead and envelopes, available on September 1. Starting in September, employees who need personalized business cards can order them through EPCOR's centralized process. There will be a small supply of blank business cards at each site on September 1, so employees can write in their contact information. These can be used until the personalized cards arrive.

Pension Update

Both the City of Edmonton and EPCOR are participating employers in the Local Authorities Pension Plan (LAPP). Transferring employees who currently participate in LAPP will continue to participate in LAPP under EPCOR. Contribution rates do not change – 10.39% up to \$55,300 annual salary, 14.84% over \$55,300.

Permanent employees who are serving a waiting period to participate in LAPP with the City of Edmonton will become eligible and commence their LAPP participation with EPCOR as of September 1, 2017. These employees will see the payroll deduction for their LAPP contribution starting with their first pay from EPCOR.

Your years of service and the value of your pension remain unchanged by this transfer, and you will continue to accrue pensionable service as if EPCOR and the City of Edmonton were one employer. This means that when you retire, you will receive a single pension benefit payment covering both your EPCOR and City service.

As the City of Edmonton and EPCOR have different paydays, employees will have 27 reportable pay periods in 2017. This is because the City payday that falls on January 2, 2018 moves to Friday, December 29, 2017 with EPCOR, creating 27 paydays within 2017.

EPCOR will make adjustments (if necessary) after year-end to ensure pensionable service and associated salary are no higher than one full pensionable service year. Employees who are adjusted will receive a refund in early 2018 for any extra contributions they made due to 27 pay dates.

Leadership Profile: James Tan

James Tan, Director of Construction Services, Infrastructure Delivery, Integrated Infrastructure Services with the City of Edmonton, has worked for the City for 24 years. While he will miss his City colleagues, he's looking forward to beginning a new chapter with EPCOR.

In his current role, James is responsible for organizing, directing and managing the delivery of in-house drainage construction projects. His new role at EPCOR as Director of Construction Services, Drainage, will be to ensure these services continue to be delivered in a high-quality and safe manner.

Excited about the opportunities

James graduated with a Bachelor of Science degree in Civil Engineering from University College in London, England in 1981. His 35-year career has covered leadership roles, strategic planning, program and project management, municipal engineering, land development, construction, value engineering, risk assessment and constructability evaluation. James is also an Associate Value Specialist with SAVE International.

He brings a good sense of humour and a lot of optimism to the transition. It reminds him of one of his favourite projects with the City, when he was the Tunnel Program Manager with Drainage Design & Construction in 2004-2006. The tunneling program at that time included in-house Drainage projects and design-built projects for external customers, such as developers and other cities. He was the project manager for the first tunnel that the City of Edmonton built for the City of Calgary.

“I think there is a great synergy to be had by bringing Drainage into EPCOR,” said James. “I have friends who work at EPCOR and I have heard a lot of good things about it, so I am really excited to become part of such a great company.”

Success is in the service delivery

When asked how he would know the transition was successful, James noted two things. First, employees should be well-prepared and be able to keep doing their jobs with little or no impact on service to customers.

“There is so much communication out there and the Drainage leadership has been amazing about coming out and answering questions that employees have,” said James. “There has been a lot of thought put into how to make the transition easier, especially with the new systems and software that employees need to become used to.”

The second indicator of success will be the continued quality of service that customers have come to expect from the Drainage team.

Sharing the enthusiasm

James admits that one of the things he is looking forward to is EPCOR’s approach to its business.

“EPCOR gets things done — that’s the message I hear from other leaders,” said James. “I like that they look for efficient ways to work and make things simpler for employees.”

He doesn’t see any need to worry about how the transition will affect his work or his future. He understands that members of his team may be a bit anxious about what the transition means to them and said he hopes they will try to see the opportunities and potential in this transition.

James noted that he has an excellent team and he is encouraging them to continue delivering their high-quality work and look for the positives in this change.

“By all accounts, EPCOR is a great company to work for,” said James. “All change brings a little bit of anxiety, even when the change is a positive one. I see this transition as an exciting new adventure and I encourage my team to see it that way as well.”

Where will you find James outside of work?

On a personal level, James expects to enjoy a healthy work-life balance at EPCOR so he can continue to do the things he enjoys. His weekends are spent running and hiking with his wife and friends and going to church. James also loves golf, photography and reading. “As you can see, I am built for endurance not speed,” said James.

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.