



Drainage Transition Frequently Asked Questions

Updated: July 20, 2017

New This Week

NEW **What happens to fitness memberships paid through payroll deductions after September 1 when the payroll deductions stop?**

Employees need to contact their places of membership to have all payments changed to a personal payment plan rather than via payroll deduction after August 31.

NEW **How will penalties for cancelling payroll deductions be handled (e.g. rec centre)?**

Employees wishing to continue payments for personal fitness memberships must make arrangements with each facility/vendor privately. If you contact establishments in advance and ensure continuity of payment, there should be no reason for penalties.

NEW **Will I have to restart EI/ CPP Payments?**

No, as a successor employer, EPCOR will receive payroll information from the City and continue with 2017 deductions as required. There will not be a re-start of EI/ CPP deductions.

NEW **Does EPCOR have any flex time or are employees expected to start work at a certain time?**

Flex time arrangements are addressed in respective Collective Agreements for unionized employees. Out-of-scope and management employees can work with their managers with respect to their applicable hours of work.

NEW **Will the transfer affect when I get my next step increase?**

In the transition discussions with CSU 52, the parties agreed that increment or step increases after the transfer date of September 1, 2017, will be administered according to Article 7 of the EPCOR/CSU 52 collective agreement. EPCOR has committed to recognize and honour the salary review dates that have been provided by the City of Edmonton. However, similar to the provisions in the City of Edmonton collective agreement, eligibility to move to the next increment step is still dependent on satisfactory performance. Assuming an employee has achieved satisfactory performance, and the Manager approves a step increase, it will be processed according to the salary review date provided by the City of Edmonton.

NEW **Will a current LAPP buyback through payroll deduction be affected?**

Current LAPP buybacks will not be affected and will continue through the EPCOR payroll system.

NEW **Does EPCOR pay management to be on standby list?**

Yes, depending on the operational area, (e.g. Operations, Maintenance, Safety), and the EPCOR Business Unit (e.g. Water Distribution & Transmission, Electricity Operations) identified Managers are eligible to receive standby pay if they are designated and approved in advance by their Manager, and are required to be available for work during off hours. The specifics of the compensation and other requirements are addressed in guidelines and procedures unique to each operational area and Business Unit.

NEW **Will we get our vacation right away or do we earn it like we do at the City?**

EPCOR provides pro-rated vacation entitlement at the start of employment and full vacation entitlement on January 1st of each year. Each employee's accrued vacation balance as of August 31, 2017 will be transferred from the City to EPCOR following final pay with the City.



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If an employee leaves EPCOR before the end of the year, the vacation entitlement would be pro-rated based on the remaining days from the termination date to the end of the year. Any unearned vacation would be subtracted from your vacation balance and any outstanding amount would be paid on the final pay. If an employee has used more than their adjusted vacation balance, they would be required to reimburse EPCOR for the outstanding amount.

NEW **Our union did not support this transfer, is there now animosity between the union and EPCOR?**

No, EPCOR and all of the unions have a positive relationship which is expected to continue in future.

NEW **Does EPCOR mandate employees to take vacation time between Christmas and New Year's?**

No, there is no mandated vacation time at EPCOR between Christmas and New Year's.

NEW **Will ID and payroll numbers change?**

Yes, EPCOR ID's and payroll numbers will be assigned to each employee. EPCOR will record the City payroll numbers, but they will not continue to be active after August 31, 2017.

NEW **Will temporary employees become permanent?**

Employment statuses will continue with EPCOR as they are/were with the City.