

Drainage Transition to EPCOR Update

August 17, 2017



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

Key Messages in this Edition

- The focus this week is on the employee Town Halls, where key actions are being discussed and readiness packages are being distributed, including EPCOR ID cards. If you have not yet attended, there is still room in the Friday sessions at 7am and 10am at Kennedale.
- Corporate Procurement Cards must be securely destroyed after September 1.
- Kennedale, Coronation, and Edmiston sites will move to “scramble” parking (first come, first served) on August 21.
- Any employee with an EDO scheduled for September 1 should work with their supervisor to move it to a date prior to August 31.

Destruction of City Corporate Procurement Cards (CPC)

Employees who have a City CPC (credit card) can continue to use these cards until August 31. Access to CentreSuite will be maintained until all transactions are reconciled in September. To simplify reconciliation, employees may wish to avoid using the card after August 20, if possible. More information will be coming on obtaining your new EPCOR Procurement Card.

The City will deactivate these credit cards on September 1. All cards should be securely destroyed on September 1 by shredding or cutting up. Employees may dispose of the destroyed cards themselves or turn them in at the September 5 Employee Welcome Event.

Scramble Parking

On August 21, the Kennedale, Edmiston, and Coronation sites will move to scramble parking instead of assigned stalls. According to the new union agreements, there is no longer any charge for parking, eliminating the need for assigned stalls. You may park in any available stall. Scramble (or “First come, first served”) parking allows for more parking capacity for employees, as stalls do not go unused when someone is away.

The payroll deduction for an assigned stall will stop with the transition to EPCOR. Your final pay from the City will still have the parking deduction. Because the parking change goes into effect on August 21, EPCOR will reimburse your final City payroll deduction for parking in September. Powered stalls will continue to be energized in the winter months.

Earned Days Off (EDO) for September 1

Any employee whose normal EDO falls on September 1 will need to make alternate arrangements. With the new union agreements, the EDO program ends on August 31 and employees cannot take a regularly scheduled EDO on September 1. Because that EDO has been earned, employees should work with their manager to take it on another Friday or Monday prior to August 31.

If an employee still wishes to take off September 1, it can be taken as a vacation day or banked time. As part of the union discussions, EPCOR has agreed to recognize up to 3 banked EDO's to be taken before the end of the year. A banked EDO, if you have any, can also be used for taking the day off on September 1.

Benefits Information Sessions

Do you want to learn more about EPCOR's Advantage Benefits? EPCOR will be providing Benefits Information Sessions for you to come out and learn more about your new benefit plan. These 1.5 hour sessions will walk you through the details of the choices available to you in the program, and give you the opportunity to ask questions. Spouses/partners are also welcome to attend.

Sessions are scheduled for the following dates and times:

- Saturday, August 19: 10:00 am
- Saturday, August 19: 1:00 pm
- Monday, August 21: 6:30 pm
- Wednesday, August 23: 6:30 pm
- Tuesday, August 29: 6:30 pm
- Thursday, August 31: 6:30 pm
- Wednesday, Sept 6: 6:30 pm

All sessions will be held at:

EPCOR Transportation and Meter Services (TAMS)
Atrium/Cafeteria Area
13410 St. Albert Trail
Edmonton

As seating is limited, employees must sign up to attend a session. To sign up, you can visit epcorbenefits.eventbrite.ca. Select the desired date, then click "Register." Fill in your name and email address. Remember to get two tickets if you are bringing a spouse or partner.

Leadership Profile: Darren Gwozdz

Currently the Health & Safety Lead for the Drainage Integration Team, Darren Gwozdz will become the Senior Manager of Health & Safety for Drainage Services on September 1. Prior to taking on this role, Darren worked in EPCOR's Water Canada as the Manager of Health & Safety.

Darren has been with EPCOR for three years, but has been a practicing health and safety professional for over 17 years. Before joining EPCOR, he worked in a variety of areas including the food and beverage industry (dairy and brewing), highway/road construction, health care and transportation (City of Edmonton).

Darren holds a Bachelor of Science in both Agriculture (Applied Microbiology & Food Science) and Medical Microbiology. He holds a certificate in Health & Safety from the University of Alberta, is certified

as a Canadian Registered Safety Professional and has been a member of the Canadian Society of Safety Engineers for 11 years.

Inspired by safety

Darren didn't start his career in the health and safety field, but an opportunity presented itself and he was inspired to focus on it.

"Early in my career, I got a chance to serve on a health and safety committee and from that moment on I was hooked," said Darren. "I found that safety just fit with my philosophy about how work should be done, and I looked for opportunities to get more involved."

Safety legislation and rules govern health and safety, but it's not always a matter of simply going "by the book." The legislation sets out the requirements but operations in the field present many challenging realities. Darren loves to problem-solve these types of situations — how to do the work safely, comply with the legislation and meet operational needs in a practical way.

Safety is everyone's responsibility

"We're in this together" — that's the Health, Safety & Environment motto at EPCOR. To Darren, that means everyone has a role to play in health and safety, and it's just one of the reasons he wanted to work at EPCOR.

"Health and safety is not just the responsibility of a specific committee or the safety department," explained Darren. "Every person, whether they're out on a work site or in an office, has a role to play to ensure that they, and those around them, are performing their tasks with safety in mind."

Darren is looking forward to having Drainage Services join EPCOR. He knows there are some good practices in place and he believes their fresh perspective, positive attitude and exchange of ideas will make EPCOR an even safer place to work.

Family matters

Darren is a work hard/play hard kind of guy. During his down time, if he's not with his family, you can probably find him at the rink, coaching or playing hockey.

More information and responses to your questions

You can find all information related to the EPCOR transfer at onacity.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.