

Keeping you up to speed

Repatriation Update for July, 2017

Welcome to the second edition of the BC Hydro Repatriation newsletter, updating you on the planning and progress for the repatriation of outsourced services back into BC Hydro on May 1, 2018.

We've reached a number of milestones since our last update. We are moving into phase two of the project, which involves planning how each of the business areas will be structured at BC Hydro, and beginning the job offer and job posting processes.

Over the next few months, we'll be finalizing the organizational structures for the BC Hydro teams that are taking over the repatriated services. There will be a series of informational sessions where employees can find out more about how each team will be structured at BC Hydro.

In this newsletter, we've included an overview of how the job offer process for ABSBC unionized employees will work and also an overview of the process and timelines for filling non-union jobs at BC Hydro (called M&P jobs). The goal of both of these processes is to ensure that ABSBC employees who wish to join BC Hydro have job certainty by November 2017.

For the most up to date information, including answers to your frequently asked questions, please visit the BC Hydro Repatriation page on Hydroweb. You can also continue to submit questions to us at ABSTransition@bchydro.com.

Until next month!

Thanks,
BC Hydro Repatriation Team

Information On Severance For Unionized Employees

As required, we made a decision under Section 38 of the Memorandum of Agreement (MOA) between BC Hydro and MoveUP. BC Hydro elected Option 1. This means that ABSBC unionized employees obtaining employment with BC Hydro will have their previous service and seniority with both BC Hydro and ABSBC recognized for the purposes of calculating severance under the BC Hydro collective agreement. Those who accept a job at BC Hydro will therefore not be eligible for severance pay from ABSBC.

Option 1 also means that unionized employees who accept severance with ABSBC will not be eligible for employment at BC Hydro.

The Recruitment Process Explained

IF YOU ARE AN ABSBC UNIONIZED EMPLOYEE



On July 31, those of you who are ABSBC unionized employees, with the exception of Tempworks employees, will receive an email via ABSBC asking you to go online and confirm if you are interested in accepting a role at BC Hydro.

If you wish to accept a job at BC Hydro, you'll need to consent to allow ABSBC to release your employment information to BC Hydro, so that we can take things like your job, pay, status, and service into consideration when offering you a role. You'll then need to login online and complete a candidate profile in our online recruitment system.

All our internal and external candidates use the online recruitment system when applying for jobs at BC Hydro. For the repatriation, we need you to create a candidate profile in order to process the job offer online.

The deadline for completing the consent form is August 25 and creating a candidate profile is September 15. You must complete both these steps in order to receive an offer from BC Hydro. Offer letters will be sent out in November.

To support you, we will be providing full instructions and information via email and on the BC Hydro Repatriation page on Hydroweb. We've had lots of questions and after responding, we will post additional FAQs on the web page. Please check in regularly to see updates.

Information for Tempworks Employees

BC Hydro and MoveUP met on June 20 to discuss BC Hydro's use of contingent labour, including Tempworks. We have agreed to extend the deadline to reach an agreement and will continue discussions during the month of July. We will continue to provide updates through the newsletter and on the BC Hydro Repatriation page on Hydroweb.

Timeline

April – June 2017

Phase 1: Planning

- ✓ Finalize tower and workstream workplans
- ✓ Reach and communicate a decision on Section 38 of the MOA
- ✓ Develop process and timelines for recruitment and hiring
- ✓ Meet with MoveUP to discuss contingent labour and Tempworks

July – September 2017

Phase 2: Organizational Design & Job Postings

- Finalize the job offer process for ABSBC unionized employees and job posting process for M&P roles by August 25
- Design and confirm BC Hydro's organization structures for repatriated services
- ABSBC unionized employees to provide consent and complete candidate profile by September 15
- BC Hydro to post senior level M&P jobs in July, Recruitment Team jobs in August and remaining M&P jobs in September
- In September, interested applicants for BC Hydro M&P postings to complete candidate profile and apply online by the closing date indicated in the job postings

September – December 2017

Phase 3: Job Offer & Recruitment Phase

- Job offers made to ABSBC unionized employees in November
- Majority of M&P jobs offered and filled in November

January – April 2018

Phase 4: Onboarding and Training

- More detail to be provided on onboarding and training when it's available
- Recruitment and postings to fill additional MoveUP or M&P vacancies

May 1, 2018

Welcome to BC Hydro!

- Unionized and new M&P employees start at BC Hydro

IF YOU ARE AN M&P/EMP EMPLOYEE

◀ • September • ▶

◀ • • October • • ▶

◀ • November • • ▶

Step One:

Complete candidate profile in online recruitment system once job is posted

Step Two:

Prepare and complete interview with hiring manager

Step Three:

Confirm acceptance of job offer in online recruitment system

BC Hydro strives for an open and transparent process for posting M&P roles, including those created as part of the repatriation. So we will post all repatriation related jobs on BC Hydro's Careers page. This posting doesn't mean we don't value the unique experience of current ABSBC M&P/EMP employees—we do and we hope you will all apply. BC Hydro will ensure that you will have at least one interview when you apply on BC Hydro jobs in your service area.

If you are an ABSBC M&P/EMP employee and you are interested in a role with BC Hydro, available roles will be posted on the BC Hydro Careers page in September, aside from a few early postings in Customer Service and Recruitment.

To indicate your interest in one or more of the BC Hydro M&P jobs, you'll need to upload your resume, a cover letter, supporting documents, and complete all steps of the online recruitment system.

The recruitment process for a small selection of senior roles in Customer Service, along with those needed to support the recruitment process, will take place in July and August. The remaining roles will be available for you to apply to online in September, with interviews taking place in October, and offers made in November. Aside from the early hiring for senior level roles in Customer Service, all remaining M&P jobs will have a start date of May 1, 2018.

We will send you an email via ABSBC and let you know when we've posted all of the roles online. You'll also be able to go into the online recruitment system, set up a candidate profile in advance, and register to receive alerts when new opportunities are available. We recommend you do this now to save time and make sure you don't miss any job postings that interest you.

Please allow yourself enough time to apply online. Visit the BC Hydro Careers page for more information, including detailed instructions and FAQ that will help guide you through the entire process.

Your questions answered

Email ABSTransition@bchydro.com for questions about employment at BC Hydro following repatriation.

Email BCHydroAccount@accenture.com for questions about your current employment or benefits at ABSBC.

Email repatriation@moveuptogether.ca to contact the Union with your questions about the repatriation.

Q: When will I receive a job offer?

If you are an ABSBC unionized employee, excluding Tempworks employees, who has completed the consent form and created a profile in the online recruitment system, then you should receive a job offer in November. There are many job offers to process, so not everyone will receive an offer on the same date.

If you have applied for an M&P job at BC Hydro, we will offer jobs to the successful applicants in November. Although a few successful applicants for select senior roles in Customer Service and roles on the Recruitment Team in HR will receive job offers earlier. Aside from the senior roles in Customer Service, all other jobs will have a start date of May 1, 2018 with BC Hydro.

Q: Which option did BC Hydro elect regarding severance entitlement under Section 38 of the MOA between BC Hydro and MoveUP?

BC Hydro elected Option 1. This means that ABSBC unionized employees obtaining employment with BC Hydro will have their previous service and seniority with both BC Hydro and ABSBC recognized for the purposes of calculating severance under the BC Hydro collective agreement. Option 1 also means that ABSBC unionized employees who accept severance with ABSBC will not be eligible for employment at BC Hydro.

Introducing Bruce

In our last newsletter, we introduced Laura Mills, Zaheer Shivji, Liz Iseli and Laurie Sveinson, who are the project team at BC Hydro responsible for managing the repatriation project.

The team is pleased to welcome Bruce Douglas, who has recently joined the Customer Service Operations Team as a Project Manager from Capital Infrastructure Delivery. Bruce will be the key lead on the project in Customer Care Operations and will spend part of his time assisting the PMO with planning activities.



Bruce, pictured above (left) with his sons, is a Project Manager in Customer Service Operations, based at our Dunsmuir Office.

