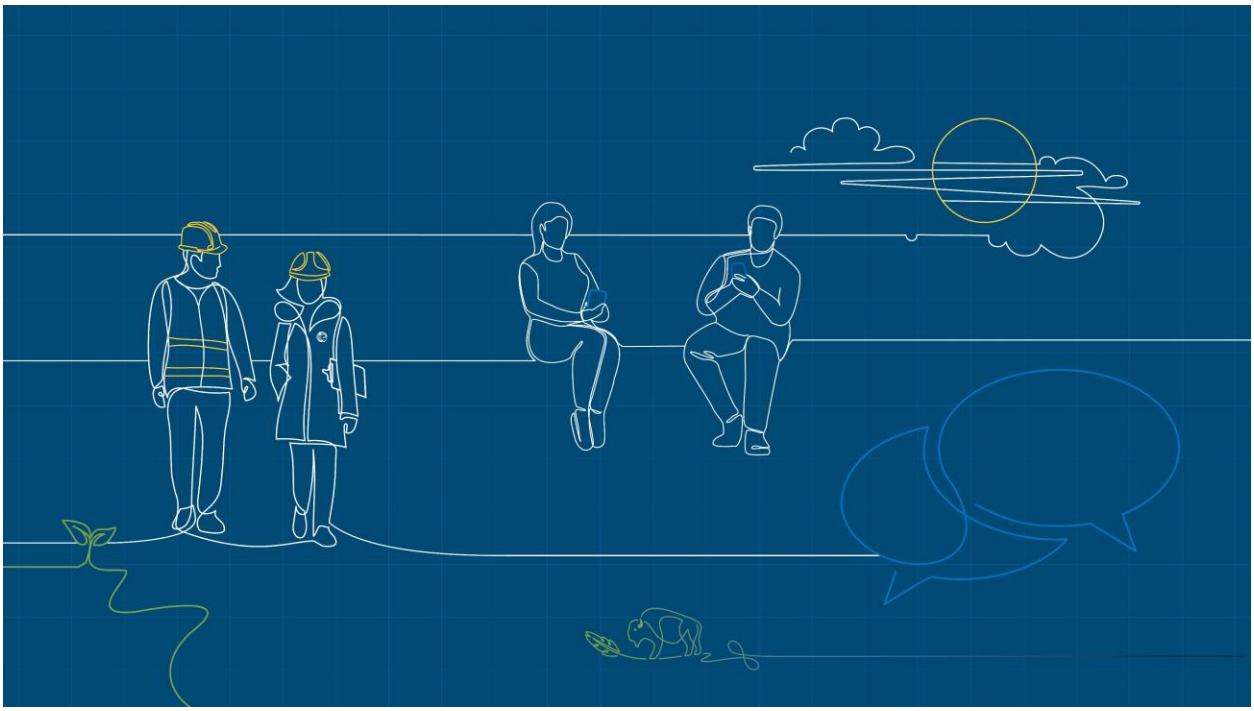


The Insider, Nov. 2

Find out what's new at the RMWB on Nov. 2, 2026.

Employee Forum: A few key takeaways

Thank you to everyone who joined last week's Employee Forum and shared questions, ideas and feedback.

Here are a few highlights:

- **Clearer direction**: New SLT goals and department business plans will help connect our work to Council's priorities and provide greater clarity on what success looks like.
- **Better tools**: SharePoint and Copilot are being introduced to help make everyday work easier, more efficient and more consistent.
- **Your voice matters**: Employees will play an important role in improving workplace culture and identifying opportunities to streamline processes across the organization.

Did you miss the forum? Watch the recording below.

We'll also include the answers to unanswered employee questions in a future edition of The Insider. Stay tuned!

Meet Clem: Turning conversations into culture

If you've heard people talking about workplace culture lately, there's a good chance you've also heard the name **Clement Carey**.

As part of the HR team, Clem's focus is culture, but not the kind found in posters or slogans. For him, culture shows up in everyday moments: how managers respond when challenges arise, whether ideas are heard, how information is shared, and whether employees feel comfortable speaking up.

His approach starts with listening, but it doesn't stop there.

"People want to know that their feedback leads to something real," says Clem. "I'm interested in the small changes that people can actually feel, whether that's better communication, meaningful recognition, or creating space for honest conversations."

Success, he says, won't be measured by how often people talk about culture, but by how often they experience it.

Outside of work, Clem enjoys music, writing, teaching, volunteering, and learning from other people's perspectives. A lifelong fan of Rush, he's also known to sneak a good conversation into almost every cup of coffee.

Over the coming weeks, you'll see opportunities to connect with Clem through Coffee & Conversations sessions. These small group discussions are your chance to share what's working, what's getting in the way, and what could make working at the RMWB even better.

His message to employees is simple: culture isn't something HR creates on its own. It's built through the hundreds of interactions we have with each other every day. Everyone has a role to play.

A new chapter for heritage

Community Services has officially established a new **Museums and Heritage Branch**, focused on advancing heritage initiatives and supporting the stewardship of the RMWB's heritage assets.

Leading the new branch are **Terra Brenneis**, manager, and **Allison Flett**, supervisor. As long-serving RMWB employees, they bring valuable experience, knowledge and community connections that will help guide this important work.

Joining them are **Jessica Barry**, community coordinator, **Katlin Okonkwo**, community coordinator, and **Trista Ross**, graphic designer.

Please join us in celebrating the new branch as they begin this exciting new chapter supporting and celebrating the region's rich heritage.

Diwali celebrations start Nov. 6

Diwali, often called the Festival of Lights, is one of the most widely celebrated festivals in India and among South Asian communities around the world. The word Diwali comes from the Sanskrit Deepavali, meaning “a row of lights.”

Diwali symbolizes the triumph of light over darkness, good over evil, and knowledge over ignorance. While traditions and stories associated with Diwali vary across regions and faiths—including Hinduism, Sikhism and Jainism—its broader message is remarkably universal: hope, renewal, gratitude and the possibility of new beginnings.

What does Diwali mean to you?

*1 - **Ashwini Palatheerdhapu** celebrates Deepavali with family.*

Diwali, or Deepavali as we call it in our Telugu tradition, celebrates new beginnings, positivity, kindness, and the spirit of light.

Our traditional celebrations begin with an early-morning oil bath, colourful rangoli, prayers, and preparation of delicious homemade sweets. In the evening, we illuminate our homes with rows of oil lamps and celebrate with fireworks. Beyond these traditions, Deepavali is a time for family, gratitude, togetherness, and welcoming positivity into our lives.

As we celebrate this festival, may its spirit of light and positivity inspire us to continue supporting one another, appreciating our team, and bringing warmth and kindness into our workplace.

Wishing everyone a bright and joyful season!

*2 - **Hasmukh Mistry** celebrates Diwali with family.*

We celebrate Diwali by lighting oil lamps (diyas), drawing vibrant floor art (rangoli), and gathering with family. Diwali is a week-long festival, and the day after Diwali marks the start of the Gujarati New Year (based on the traditional lunisolar calendar).

We celebrate this new beginning by seeking blessings from God and our elders, and by sharing special homemade sweets and savory snacks with loved ones!

SharePoint DMS Champions help move adoption forward

Approximately 70 of the Municipality's SharePoint Champions recently came together in person and online for an information session focused on helping employees make SharePoint part of their everyday work.

CAO Boutilier joined the session to provide opening remarks, reinforcing the importance of the work underway.

The session focused on where departments are in their transition to SharePoint, record migration and the work still to be done. The key message was clear: **"We've built the SharePoint environment. Now we need to make using it part of our everyday work."**

Champions play an important role in making that happen. They can encourage their teams to use SharePoint, answer basic questions, connect employees with training and resources, and share feedback and common challenges with the project team.

The group also discussed practical ways to support adoption, from demonstrating a useful SharePoint practice at a team meeting to helping a colleague or promoting available training and onboarding resources.

To learn more and find your departmental champion, visit the SharePoint Champions site.

What's new with People Changes?

Check out some of the new hires we spotted in People Changes!

Joy Ndia

Please join us in welcoming Joy to the Asset Management team. Joy is new to the organization and joins us from the oil and gas industry.

We look forward to working with Joy as the Asset Management Advisor for Water & Wastewater Treatment.

Daniel Udo

Please join us in welcoming Daniel to the Asset Management team. Daniel is new to the organization and joins us from Saskatoon.

We look forward to working with Daniel as the Asset Management Advisor for Facilities, IT, & Solid Waste Services.

Enrique Marcellana

The Wastewater Treatment Plant said farewell to **Enrique Marcellana** last month.

Ricky's plan is to spend half the year in the Philippines and the other half in Canada with family. We wish Ricky all the best on his retirement!

Simplifying the People Changes process

We've streamlined the People Changes process:

- When you submit a post to People Changes, it will be posted automatically. No more waiting for approvals!
- We have created templated messaging for you in the updated guidelines to simplify the message writing process.

You can continue to use the People Changes portal on My RMWB. It will remain beside the Announcements tab on the intranet homepage.

Take your shot: Check out November's trivia question for the Spirit Hat Trick

Three ways to enter. One great monthly prize.

As another Oil Barons season gets underway, we're celebrating the teamwork, community spirit and friendly competition that make both hockey and the RMWB special.

Introducing the **Spirit Hat Trick**, a new monthly contest that gives staff three chances to enter a draw for a **pair of Oil Barons home game tickets**.

Choose one (or all three!) ways to enter each month:

🏒 **Show Your Colours**

Submit a photo of yourself wearing your favourite sports jersey or team swag.

🏒 **Give an Assist**

Recognize a colleague who demonstrates teamwork, leadership, or support.

🏒 **Take Your Shot**

Test your hockey knowledge by answering a simple trivia question.

Whether you're cheering from the stands, recognizing a teammate, or showing off your hockey spirit, every entry gives you a chance to win.

November's hockey trivia: What is the term for a game in which a goaltender allows no goals?

A) Breakaway

B) Power Play

C) Shutout ✅

D) Faceoff

Ready to score? Submit your photo, staff recognition, or trivia answer to TheInsider@rmwb.ca.

Staff snapshots: Where we are & what we're up to

Fire Prevention team brings lunch to school contest winners

Last week, Tanya Balducci and Warren Pardy of the Regional Emergency Services Fire Prevention team were joined by Sparky as they brought pizzas for the winners of the Fire Prevention Week contest.

Congratulations to the 2LJ class at Our Lady of the Rivers Catholic School!