



The Insider, Sept. 21

Find out what's new at the RMWB on Sept. 21, 2026.

Alberta Bill 11 and your benefits coverage

Effective Oct. 1, the Government of Alberta's Bill 11 introduces changes to how prescription drug and health benefit coverage is coordinated between employer-sponsored benefit plans and provincial programs.

We have reviewed these changes with our benefits provider and would like to clarify what they mean for RMWB employees, including employees who are age 65 or older.

What does this mean for you?

Your RMWB benefits coverage will continue, and no changes are being made to the RMWB benefit plan as a result of Bill 11.

For active employees who are age 65 or older, there is a change to the order in which eligible health and prescription drug claims are paid:

- The RMWB benefit plan will be the primary payer for eligible prescription drug and health benefit claims covered under the plan.

- Provincial programs, including Alberta Blue Cross Coverage for Seniors, will become the **payer of last resort**, where applicable.
- Eligible claims should continue to be submitted through the RMWB benefit plan.
- Your eligibility for RMWB benefits is not changing as a result of Bill 11.

What does "payer of last resort" mean?

Prior to Oct. 1, eligible employees age 65 and older may have had certain prescription drug claims paid first through the Alberta Blue Cross Coverage for Seniors program.

Effective Oct. 1, when an actively employed employee has coverage through an employer-sponsored benefit plan, the employer-sponsored plan must pay eligible claims first, in accordance with the terms of the plan. Any remaining eligible expenses may then be submitted to an applicable provincial program, which will serve as the payer of last resort.

What do I need to do?

No action is required.

Continue to use your RMWB benefit plan as you normally do and submit eligible claims through the RMWB benefits provider.

If you are age 65 or older and have questions about how a specific benefit or claim will be coordinated, please contact benefits@rmwb.ca.

We'll continue to monitor the implementation of Bill 11 and any additional guidance provided by the Government of Alberta and our benefits provider.

Walking forward together on Reconciliation

As part of this year's Truth and Reconciliation Learning Experience, **Allison Flett** and **CAO Andrew Boutillier** share how we can continue learning, take meaningful action and make personal commitments to reconciliation.

In this video, they highlight the Learning Experience exhibit and encourage staff to reflect on their own commitments, including coming together as a community for the Sept. 30 National Day for Truth and Reconciliation solidarity walk.

Learn more at rmwb.ca/TRLE.

Microsoft Copilot Chat: Think before you share, review before you use

All RMWB employees have access to Microsoft Copilot Chat, even if they do not have a Microsoft 365 Copilot licence.

Copilot Chat is an AI assistant that can help you brainstorm ideas, draft emails, rewrite content, summarize information, and research topics faster.

Think before you type

Before entering information into Copilot chat, think about what you are sharing.

Copilot is an approved tool, but employees must still follow privacy, security, records management, and information handling requirements. Information entered into Copilot, including AI-generated content, may become part of a municipal record.

Only share the information needed for your task. Protect personal, confidential, and sensitive information at all times.

For more information, see page 51 of the [Master Privacy Management Program Administrative Directive \(LEG-190\)](#), including the Automated Systems, AI and Personal Information Inventory (LEG-190-6) procedure.

Review before you use

Copilot can help you work faster, but it is not a decision-maker. AI can make mistakes, miss important details, or provide incomplete information.

Always review and verify Copilot's responses before using or sharing them. Your knowledge, experience, and understanding of municipal processes are still essential.

Remember: Think before you share. Review before you use. Protect what matters.

If you have questions, please contact the IT Service Desk.

Vote for your favourite image for the 2027 transit passes!

The region is full of beauty! What better way to enjoy it than by letting someone else do the driving? 🚗

🗳️ Take a look at the shortlisted images and vote for your favourite for the community to enjoy, year-round.

Cast your vote by 4:30 p.m. on Sept. 29!

Teams? SharePoint? OneDrive? What's the difference!?

If you've ever found yourself wondering, *"Wait... where did I save that file?"* you're not alone.

Microsoft 365 comes with a lot of tools, and while they work well together, it can sometimes feel like they're all doing the same thing.

The good news? They each have a specific purpose that can make your workday a whole lot easier.

Teams

A communication platform that integrates chat, video conferencing and file sharing, enabling real-time collaboration among team members.

Key features:

- Chat-based communication and threaded conversations.
- Video meetings and calls for remote collaboration.
- Integration with SharePoint and OneDrive for file sharing and collaboration within channels. Intended for file sharing, not storage.

Use for: Team collaboration, project discussions, and real-time communication.

 Think of Teams as your team's workspace.

SharePoint

A centralized hub for document management and collaboration within organizations. It allows teams to create sites for projects, manage documents and share knowledge across the organization.

Key features:

- Document libraries for storing and organizing files.
- Customizable site for different teams or projects.
- Integration with other Microsoft 365 tools for seamless collaboration.

Use for: Managing shared content and facilitating organization-wide collaboration.

 Think of SharePoint as the organization's library.

OneDrive

Designed for personal file storage and management. It allows users to store files in the cloud and access them from any device.

Key features:

- Personal storage space for drafts and files not ready for sharing.
- Automatic syncing with local files on devices.
- Easy sharing options for individual files on devices.

Use for: Best for individual users to store personal files, drafts and documents that are not ready for collaboration.

 Think of OneDrive as *your* filing cabinet.

Safety builds a strong foundation with SharePoint

When the Safety team began rebuilding its Safety Management System in 2020, they faced a challenge: there was limited access to past records, making it difficult to know where to start. Instead of trying to piece together old information, the team decided to build a new system from the ground up.

From the beginning, the team used electronic records instead of paper files. Working closely with IT, they created a clear folder structure and gradually moved records from shared drives to SharePoint.

The team also improved processes by automating tasks such as incident reporting and investigations. Behind the scenes, staff members helped organize files and maintain naming standards, making the change easy for frontline workers.

SharePoint improved access by allowing staff to find and use documents from anywhere, whether they were in the office or out in the field. Instead of searching through multiple drives and folders, employees can quickly locate the information they need in one shared space.

Soon after the SharePoint DMS Implementation project kicked off in May 2025, the Safety team reached out to Corporate Records to ensure the work that was underway was aligned with the overall project vision. The team was part of the first sprint for the SharePoint DMS and when the Safety file structure was available, the team started the transition to the new system.

This has made collaboration easier and helped ensure important records are stored where everyone can find them.

Key benefits:

1. Starting with digital records made the transition easier and more organized.
2. SharePoint improved access to information from anywhere, including in the field and made collaboration easier.
3. Automated processes helped save time and support faster responses to safety issues.

If you have questions about your team's transition to the SharePoint DMS, contact Corporate Records at recordsmanagementservices@rmwb.ca.

What's new with People Changes?

Check out some of the moves and new hires we spotted in People Changes over the last week!

Amanda Lafosse

Community Services is pleased to welcome **Amanda Lafosse** as our newest acting program manager.

Since joining the RMWB in 2012, Amanda has built an impressive foundation of knowledge and experience that has prepared her well for this leadership role.

Her passion, dedication, and commitment to serving our community will undoubtedly make a positive impact, and we look forward to the valuable contributions she will bring to Community Services and the residents we serve.

Charlotte Van Driesten

Please join us in welcoming **Charlotte Van Driesten** to the Community Services team as acting Senior Administrative Assistant.

She and her family have resided in Fort McMurray for seven years, and she joins us from Alberta Health Services. We look forward to working with Charlotte in her SAA role!

Ashley Saunders

Please join us in welcoming Ashley Saunders to the Indigenous and Rural Relations team.

She joined IRR as an advisor this summer and then was the successful candidate in our search for an Indigenous Relations Supervisor. Congratulations!

Natasha Nicholson

The Office of the CAO is excited to welcome **Natasha Nicholson** to the team as executive liaison.

Sliding over from Legislative Services, Natasha brings extensive knowledge of the organization, municipal government, and Council processes, which will be a tremendous asset to both the Office of the CAO and the Office of the Mayor.

We look forward to Natasha's experience, insight, and positive approach, and perhaps a little Taylor Swift along the way, as she supports the CAO, senior leaders, and Council. Welcome Natasha!

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.

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

Future firefighters? Huskies give it a try

During a special interactive event on Sept. 17, Regional Emergency Services gave young athletes at Keyano College a chance to try out a series of firefighter physical fitness tests.

The Keyano Huskies basketball, volleyball and soccer team members worked hard and had a great time trying out some of the tests, including the Hose Advance, High Volume Hose Pull, Forcible Entry Simulation, and the Victim Drag.

We thank the Fort McMurray Fire Department's training officers and firefighter-paramedics for introducing local students to firefighting careers and sharing the importance of firefighter physical testing and fitness.

From woofs to wisdom

Certified Professional Dog Trainer, Nikeae Michalchuk with Maverick Dog Works came up for a week of dog handling training with Bylaw Services Officers.

Nikeae also offered a public seminar where anyone could learn about dog behaviour, how to prevent dog bites, and dog aggression.

Nikeae will be back in Fort McMurray in the future and will offer another public seminar on dog behaviour. Stay tuned for more details!

Taking in the view

Last week, the Recreation & Culture team spent some time touring three of our newest murals and celebrating all the great work that went into making them a reality.