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Sent: July 9, 2021 8:13 AM

To: GVRDall <gvrall@metrovanancouver.org>

Cc: Chair Dhaliwal <chair@metrovanancouver.org>; Linda Buchanan <lbuchanan@cnv.org>; 'GVRD Employees' Union Office' <gvrdeu@telus.net>; Karlene Bateman <kbateman@teamsters31.ca>

Subject: Metro Vancouver Update – July 9th

Dear Staff,

I wanted to write to wish you all a wonderful summer. It's been quite a year (well, in truth, quite a 16 months) and I hope that many of you are currently out of office on a well-deserved vacation, or planning to be shortly.

I'll be taking some time off in August and I'm looking forward to spending quality time with loved ones following my second vaccination. I've already promised to barbeque and make more salads, and I have also promised not to poison anyone. The second promise might be harder to keep than the first – anyone got any more recipes for me? You know where to find me!

I would also like to thank the hundreds of you who attended the recent Town Hall hosted by Metro Engage, and listened to me drone on about all things Metro and some of the many things on my mind. That's an hour of your lives that you'll never get back, but hey, who's counting! (The answer is the engineers ... the engineers are always counting. Oh, and the accountants.)

COVID-19 Update

As you know, we are now officially in Step 3, and our Provincial Health Officer has advised that if we stay on our current track, we will likely be moving into Step 4 right after summer. You have all received an email from Corporate Safety last Friday advising of updated protocols as we transition into the next phase. Many of the learnings from this time will be adapted into a Communicable Disease Prevention plan for our organization.

In my last email, I advised staff who are currently able to work remotely that we will be transitioning slowly and taking a phased approach; accordingly, we would like to start welcoming staff back over the summer in anticipation of moving into 'the new world' on September 7th. Please note, your GM and leadership teams will all be communicating with you on what works for your respective teams regarding coming in to the office. After careful consideration, all staff will be required to come into the office at a minimum 1 day a week throughout the summer, when not on vacation, as we transition into Step 3 and prepare for Step 4. With our protocols in place, as well as less staff in the office over the summer due to vacations etc., this is the right time to begin this transition. I also want to continue thanking and acknowledging over half of our staff members who haven't been able to work at home due to operational requirements, and have come in to their respective sites each and every day.

As we think ahead to Step 4, September, and beyond, we recognize that the world of work may be forever changed. To this end, **we want to hear from you** (and thanks to all of you who gave input during the Town Hall; your comments and suggestions have been shared with me). Our HR team is launching a **"Future of Work" Survey**, which will be distributed shortly. Your responses are confidential and information will only be shared in the aggregate. We will share the results with staff. Please note, the intent of this survey is for information-gathering purposes for us, and there are no guarantees as to what our future looks like. One of the things that we recognize is that what's best for an employee isn't

necessarily what's best for the organization, or the region we serve. We're going to ensure we uphold the highest levels of service and then seek balance from there. **Please take some time to fill out this survey – I'll be reviewing the responses thoroughly!**

What's Happening at Metro Vancouver:

I hope you're all keeping up to date by checking in on our intranet news. The Province has officially requested support from our talented teams at Metro to supply a [three-person 'initial attack crew'](#) to aid the Province's Coastal Fire Centre. The update to our regional growth strategy, [Draft Metro 2050](#), has been released for review and comment. Our Annacis Research Centre has some [new 'fishy' team members](#) to help teach about resource recovery. Our hard-working [Materials and Logistics team](#) was recently profiled. Continuous improvement is on [display at our Coquitlam Water Treatment Plant](#) and with the [Corrosion Control program](#). Key outreach campaigns have been launched, including [Love Food, Hate Waste](#), and the [What's your Superhabit](#) campaign. Furthermore, we will be showcasing our organization and several of our departments' work and operations at a Metro Vancouver Exhibit at the PNE – plan to bring your friends and families, and come on by to show them all things Metro at our display!

Wishing you all a wonderful summer.

Take care,
Jerry

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Commissioner/Chief Administrative Officer

