



The Insider, Nov. 17

Find out what's new at the RMWB on Nov. 17, 2025.

Join us tonight for the launch of *The Many Names of Robert Cree*!

Join us at 6 p.m. tonight (Nov. 17) at the Wood Buffalo Regional Library for the launch of *The Many Names of Robert Cree*, the memoir of local Elder, Robert Cree.

Robert will be joined by acclaimed actor Lorne Cardinal for a Q&A session, book sales and autographs. Light refreshments will be provided.

You'll have a chance to win one of eleven book sets, each of which includes a copy of Robert Cree's memoir and a beautiful beaded bookmark crafted by local Indigenous artist Cassandra Marcel of the Athabasca Chipewyan First Nation.

The Many Names of Robert Cree is available in print and eBook, as well as an audiobook version narrated by Lorne Cardinal.

The [It's Time to Read book club](#) features the works and voices of Indigenous authors and filmmakers to increase understanding and awareness of Indigenous culture, history, and current issues. Help us build bridges through books and advance reconciliation in the region.

Support our election team

After a year of hard work delivering the 2025 municipal election, Legislative Services is asking for your support as they collect feedback to help shape an even better experience for 2029.

The Voting Experience engagement is now live at rmwb.ca/voterexperience offering a 30-second quick poll and a 3-minute survey.

Your support helps Legislative Services learn what worked well and what can be improved next time. Every response strengthens the election experience for our region.

Learn spotlight: Neuro-diversity and neuro-inclusion in the workplace

Learn what neuro-diversity is and why it's important to understand it in relation to creating cultures of inclusion and belonging in the workplace.

This course covers different neuro-diversities, considerations, communication best practices, typical workplace accommodations, and how this knowledge can be incorporated into hiring and onboarding processes to ensure your workplace adheres to the best human rights codes and is protected.

Facilitated by Neil Bazzana-Adams (Canadian Partners in Workforce Innovation)

- Date: Nov. 27
- Location: Virtual
- Time: 1 to 2:30 p.m.

Register through [Learn](#) quick! There are only 30 spots available.

Plan for Emergency Management training in 2026!

Courses available in 2026 include:

- Basic Emergency Management
- ICS 100, ICS 200, ICS 300, ICS 400
- Scribing for Emergency Management
- ICS Position Specific – Operations Section Chief

Sign up through [LEARN](#) today!

Watch for more information on exercises for 2026:

- EMPP Grant – Functional Exercise – March 5, 2026
- Fort Chipewyan Airport Exercise 2026 – Nov. 10, 2026

Want more information? Email the Emergency Management team at emergency.management@rmwb.ca.

Taking transit turns out to be a winning decision

Over the last four weeks, RMWB staff proved that riding the bus isn't just convenient – it can be a winning move too! Thank you to everyone who took part in the **Try Transit, Win Prizes** contest and made RMWB Transit part of their day. We loved seeing your photos, hearing your stories and watching the entries roll in.

In total, **43 entries** were submitted, and three lucky riders rolled away with a **brand-new YETI tumbler and YETI water bottle** – with one extra-lucky staff member winning **twice!**

Rolling toward the Grand Prize 🎁

Now it all comes down to the **Grand Prize**: a **YETI Roadie® 32 Wheeled Hard Cooler** – perfect for camping trips, road trips or softball games.

To qualify, participants had to take **five or more trips** during the contest period. Three dedicated transit riders met that challenge and are now in the running for the ultimate prize. The final draw will take place on **November 21**.

Join us in wishing good luck to our Grand Prize finalists:

- **Cindy Qian**
- **Angie Goredema**
- **Mark Soria**

What the finalists are saying 🗣️

Along the way, we heard from staff about what it's really like to leave the car at home and hop on the bus:

“My ride was flawless! It started with the easy-to-use app that provided all the bus schedule information I needed. When I boarded, I was greeted by a friendly bus driver, which made the experience even better. The ride was smooth and relaxing. I even caught up on my messages

since I didn't have to worry about driving. I can ride and text! I'd definitely recommend RMWB Transit to my friends and family."

— Angie Goredema

"The ride was smooth!"

— Cindy Qian

"I would recommend RMWB Transit to anyone. The ride was good and on time."

— Mark Soria

The contest is ending, but the ride isn't 🚌

*The contest may be wrapping up, but it's always a good time to choose RMWB Transit. Did we mention that it's **free for RMWB staff** with their employee ID? Plan your next trip at rmwb.ca/transit.*

Get ready for year-end with these Payroll notices

Stat Bank payouts

CUPE Main

Members can carry forward **up to five shifts** in their stat bank. Any shifts exceeding this limit will be paid out on **Dec. 4** (Pay Period 25).

Please ensure that all stat time you intend to use between now and end of day Nov. 27 is entered and approved in SAP by **Nov. 27**.

IAFF

Members can carry forward **48 hours** in their stat bank. Any shifts exceeding this limit will be paid out on **Dec. 4** (Pay Period 25).

Please ensure that all stat time you intend to use between now and end of day Nov. 27 is entered and approved in SAP by **Nov. 27**.

CUPE Transit

Members will have all remaining hours in their stat bank paid out on **Dec. 4** (Pay Period 25).

Please ensure that all stat time you intend to use between now and end of day Nov. 27 is entered and approved in SAP by **Nov. 27**.

Vacation deadlines

CUPE Main

The deadline to enter vacation time for the remainder of the year is **Dec. 11**. All vacation time you intend to use between now and then must be entered and approved in SAP by **Dec. 11**.

Unused vacation, up to your one-year entitlement, will be automatically carried forward into Pay Period 1 of 2026. Any hours remaining that are over your one-year entitlement will be paid out on **Dec. 18** (Pay Period 26).

Time off booked using vacation from **Dec. 12** forward will be taken from your one year carry over or 2026 accrual.

If you would prefer your vacation bank payment be transferred to your RRSP/NRSP, send in your request to pensions@rmwb.ca prior to **Dec. 11**.

CUPE Transit

CUPE Transit employees who have unused vacation will automatically be paid out on **Jan. 15, 2026** (Pay Period 2 of 2026). The exception will be for employees who have made prior arrangements with, and subject to, their supervisor's approval.

Time off booked using vacation from Jan. 1, 2026, forward will be taken from carry over or 2026 accrual.

If you would prefer your vacation bank payment be transferred to your RRSP/NRSP, send in your request to pensions@rmwb.ca prior to **Jan. 8**.

Exempt

Exempt employees who have unused vacation will automatically carry over up to five days of vacation into 2026. Anything over five days will automatically be paid out to employees on Jan. 15, 2026 (Pay Period 2, 2026). Time off booked using vacation from **Jan. 1, 2026** forward will be taken from your five days of carry over or 2026 accrual. If you would prefer your vacation bank payment be transferred to your RRSP/NRSP, send in your request to pensions@rmwb.ca prior to **Jan. 8**.

IAFF

IAFF employees who have unused vacation will automatically carry over up to one year's entitlement of vacation into 2026.

Anything over one year's entitlement will automatically be paid out to employees on **Jan. 15, 2026** (Pay Period 2).

Time off booked using vacation from Jan. 1, 2026, forward will be taken from your one year's entitlement of carry over or 2026 accrual.

If you would prefer your vacation bank payment be transferred to your RRSP/NRSP, send in your request to pensions@rmwb.ca prior to **Jan. 8**.

Have questions about upcoming deadlines?

Have questions...

- about your pay, time entries or quota banks? Email payroll@rmwb.ca.
- about your LAPP, APEX, RRSPs or NRSPs? Email pensions@rmwb.ca.

For more information and to explore additional notices for 2026, visit the [Payroll intranet page](#) on My RMWB.

Check out some of the words of gratitude we're hearing with Cheers for Peers

Cheers for Betty John

I'd like to nominate Betty John as a standout employee, even though she cheers for the Montreal Canadiens (nobody's perfect).

Our admin team are the unsung heroes of Bylaw Services, and Betty embodies that every single day. She keeps us organized, reminds us what we've forgotten, and somehow manages to keep the operation running smoothly all while juggling a dozen things at once and still finding time to help anyone who needs it.

Betty's the kind of person who makes everyone's day better. She's reliable, and always ready to pitch in even when the rest of us are still trying to remember where we left our documents or coffee pods.

So, while her hockey allegiance might be questionable, her work ethic and dedication are second to none. Thanks, Betty!

- Anonymous

Cheers for Valerie Skinner

Valerie goes above and beyond on every project she's involved with. She's our eyes and ears on the ground and keeps all project managers updated on their projects. She volunteers in the community and plays a vital role in our PMO Social Committee, helping raise money for our local charities. Thank you, Val!

- Kevin Meacher

Cheers for Sunshine Arle-Besa

As your name suggests, you brighten everyone around you. You go the extra mile to create a happy, healthy workplace and always know how to lift others up. Your kindness, empathy, and positivity make a real difference every day.

We're so grateful to have you on the third floor - keep smiling and shining!

- Aasma Amin

Wait, what's Cheers for Peers again?!

Let's celebrate the amazing people we work with! Submit a photo or a short message of appreciation for a colleague who makes a difference (BIG or small) and you'll both be entered to win tickets to an upcoming Oil Barons game.

Share your cheers, spread some positivity, and let's celebrate our incredible team spirit!

How it works

1. Share a photo or message of appreciation for a fellow RMWB staff member by emailing TheInsider@rmwb.ca.
2. Both you and the colleague you're recognizing will be entered into a draw for **four Oil Barons tickets**.
3. Before each stretch of [Oil Barons home games](#), we'll announce the date of the next *Cheers for Peers* draw. Make sure to get your submissions in before the deadline!
4. Winners will be featured in the following edition of The Insider - as well as some of the photos and words of gratitude shared that week.
5. If your entry isn't drawn, don't worry! It will carry over to the next draw. **Keep those cheers coming!**

Let's get started: send in your cheers!

The next Cheers for Peers draw is **Tuesday, Nov. 18** for the Nov. 25, 26 *and* 28 Fort McMurray Oil Barons home games.

Submit a photo or kind message celebrating a colleague by Tuesday at noon. We'll draw two names that afternoon.

Reminder: Check out the exempt employee guide for year-end assessments

Year-end assessments are now open in SuccessFactors for completion by both employees and leaders

As you complete your year-end assessment, don't forget to check out the **Employee Guide** on the [Performance Management intranet page](#) on My RMWB.

The guide includes:

- Tips for writing clear and effective comments.
- Step-by-step instructions for navigating the assessment form.
- Guidance to support **cultural competency examples**.

Take a few minutes to review the guide before submitting your assessment as it's a helpful resource to make the process easier and more meaningful.

If you have questions, speak with your leader.

Don't miss your chance to celebrate excellence!

Nominations for **Council's Excellence Awards** are open until **Dec. 3**.

Recognize an individual group or organization that makes a difference in the region!

Learn how at rmwb.ca/excellence.

What's new, WBRS? Discounted tickets & upcoming events!

Whether you're looking to beat the crowds to watch Wicked: For Good or are ready to prepare for festive celebrations, the Wood Buffalo Recreation Society (WBRS) has something for you!

Learn more and purchase tickets at rmwb.ca/WBRS.

Get tickets for an exclusive pre-screening of Wicked: For Good

Join the WBRS at 6 p.m. on Nov. 19 for an exclusive pre-screening of Wicked: For Good.

Seats are limited and available to **all** RMWB staff – don't wait to grab yours.

[Get your tickets now!](#)

Children's Holiday Party

Bring the kids down to MacDonald Island Park for one of three holiday party sessions on Nov. 30.

Join the WBRS for crafts, treats, and a visit from Santa! Get your tickets by Nov. 17 at 12 p.m.

Adult Holiday Party

Start planning your outfit for the annual RMWB holiday party on Dec. 13 at SMS Equipment Place. This year's theme is Old Hollywood!

Tickets are open to **all** RMWB staff - [buy your tickets now!](#)

Contact us

For questions and concerns, contact TheInsider@rmwb.ca.

For previous editions of The Insider, visit the archive on rmwb.ca/staff.