

1 Q. (a) Provide details of the wage increases including all lump sum
2 payments, bonuses, performance pay or other remuneration granted
3 to union and managerial employees for the period 1992 to 2001 and
4 forecast for 2002 (JCR, Schedule I).

5 (b) Provide annual increases in wage and salary expense resulting from
6 job reclassifications for each year for the period 1992 to 2001.

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8 A. (a) Details of wage increases for the period 1992 to 2001 and forecast for
9 2002 are attached.

10 (b) Hydro policy does not specifically define *reclassification*. There is a
11 job evaluation and appeal process that assesses changes in duties
12 and responsibilities, and it is this process that may result in a change
13 in pay and/or job title for any given position. The data provided below
14 provides wage and salary expenses resulting from job re-evaluations
15 for each year from 1998 to 2001.

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17 Reclassification/re-evaluation was not recorded separately prior to
18 1998 and is therefore unavailable.

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<u>YEAR</u>	<u>COST OF JOB EVALUATION</u>	
	<u>Non-Union</u>	<u>Union</u>
21 1998	\$28,243	\$178,230
22 1999	\$17,788	\$17,670
23 2000	\$72,148	\$285,042

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	Non-Union Wage Increases 1992 - 2001									
	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
Economic Increase to Salary Scale	0%	0%	0%	0%	0%	0%	1.9%	2%	2%	3% Jan. 1, 2% July 2
Performance Pay	0	0	0	0	0	0	0	0	0	0
Lump Sum Payments	0	0	0	0	0	2%	0	0	0	0
Bonuses	0	0	0	0	0	0	0	0	0	0

NOTE: Step progressions for people below their job rates continued during this period.

	Union Wage Increases 1992 - 2001									
	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
IBEW Union	0%	0%	0%	0%	2.5%	2.5%	2.5%	2%	2%	3% April 2% April

FORECAST 2002:

Hydro will commence the collective bargaining process with IBEW 1615 in January 2002 for a new collective agreement. It would be prejudicial to this process to release information on the 2002 projections at this time.