

1 Q. Provide the average absenteeism days per employee for each year from
2 1992 to 2000 and forecast for 2001 and 2002 (JCR, Schedule I).

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4 A. Average total sick leave for permanent, term, and part-time Newfoundland
5 Hydro employees for the period 1992 to 2000 is as follows:

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7	Year	Percentage of normal hours	Days per employee*
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9	1992	2.70%	7.02 days
10	1993	3.79%	9.85 days
11	1994	3.62%	9.41 days
12	1995	4.05%	10.53 days
13	1996	3.73%	9.70 days
14	1997	3.73%	9.70 days
15	1998	4.51%	11.73 days
16	1999	5.09%	13.23 days
17	2000	4.68%	12.17 days

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19 * # days/employee = 260 normal days/year X % sick leave

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22	2001 projection	4.50%
23	2002 projection	4.25%