

1 Q. On page 7 of the Corporate Overview evidence given by William E. Wells it
2 states “For the period 1992-2004, the total cost in wages and salaries,
3 excluding employee future benefit costs, in absolute terms will have
4 increased approximately 7.5%”. Please provide the average wage increase
5 for a management and non-management employee in each department for
6 this same period?

7
8
9 A. For the period 1992-2004, management (non-union) and non-management
10 (union) wage increases were as follows.

- 1 * Percentage increases awarded to both Operations and Office Workers bargaining Units were the same.

| Non-Union Wage Increases 1992-2004 | Percentage Increase to Scale |
|---|---|
| 1992 | 0% |
| 1993 | 0% |
| 1994 | 0% |
| 1995 | 0% |
| 1996 | 0% |
| 1997 | 0% |
| 1998 | 1.9% |
| 1999 | 2% |
| 2000 | 2% |
| 2001 | 3% Jan. 1 2% July 2 |
| 2002 | 2.5% Jan. 1 2.5% July 1 |
| 2003 | 2.5% Jan. 1 2.5% July 1 |
| 2004 | N/A |

| Union Wage Increases 1992-2004* | Percentage Increase to Scale |
|--|---|
| 1992 | 0% |
| 1993 | 0% |
| 1994 | 0% |
| 1995 | 0% |
| 1996 | 2.5% |
| 1997 | 2.5% |
| 1998 | 2.5% |
| 1999 | 2% |
| 2000 | 2% |
| 2001 | 5% |
| 2002 | 2.5% Apr. 1 2.5% Sept. 30 |
| 2003 | 2.5% Mar.31 2.5% Sept.29 |
| 2004 | 3 % Mar. 29 |