

1 Q. On page 8 of the Corporate Overview evidence given by William E. Wells it  
2 states that 211 permanent positions have been eliminated from 1992-2002.  
3 Please provide a breakdown of the positions eliminated by department,  
4 management versus non-management, including the average age and salary  
5 of employees terminated?  
6  
7

8 A. During the period January 1992-December 2002 265 permanent positions  
9 were deleted and 54 permanent positions were added for a net reduction of  
10 211 positions. The breakdown of these positions is as follows (note: "Status"  
11 refers to the bargaining status of the position. NM represents bargaining unit  
12 and M represents non-bargaining positions).  
13

**POSITIONS DELETED - JANUARY 1992 – DECEMBER 31, 2002**

	<b><u>Division</u></b>	<b><u>Position</u></b>	<b><u>Location</u></b>	<b><u>Status</u></b>
18 1.	Eng. & Corp. Serv.	CAD Technical Operator	St. John's	NM
19 2.	Management	President – CF(L)Co.	St. John's	M
20 3.	Production	Hydro Control Room Opr.	Bay d'Espoir	NM
21 4.	Production	Utility Worker	Bay d'Espoir	NM
22 5.	Production	Applications Engineer	St. John's	M
23 6.	Production	Software Engineer	St. John's	M
24 7.	Production	Sr. Mechanical Eng. - Oprs	St. John's	M
25 8.	Production	Programmer/Analyst	St. John's	M
26 9.	TRO	General Maintenance "A"	Whitbourne	NM
27 10.	TRO	Security Guard	Bishop's Falls	NM
28 11.	TRO	Security Guard	Bishop's Falls	NM
29 12.	TRO	Security Guard	Bishop's Falls	NM
30 13.	TRO	Security Guard	Bishop's Falls	NM
31 14.	TRO	Ground Maintenance Wkr	Bishop's Falls	NM
32 15.	TRO	Distribution Supervisor	Bishop's Falls	M
33 16.	TRO	Line Worker "A"	Bishop's Falls	NM
34 17.	TRO	Line Worker "A"	Bishop's Falls	NM
35 18.	TRO	Line Worker "A"	Bishop's Falls	NM
36 19.	TRO	Line Worker "A"	Bishop's Falls	NM

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1	20.	TRO	Mech. Maintenance "A"	Bishop's Falls	NM
2	21.	TRO	Stores Repair Worker	Bishop's Falls	NM
3	22.	TRO	Diesel Plant Operator "B"	McCallum	NM
4	23.	TRO	General Maintenance "A"	Stephenville	NM
5	24.	TRO	Cashier Clerk	St. Anthony	NM
6	25.	TRO	Electrical Maintenance "A"	St. Anthony	NM
7	26.	TRO	Operator Fully Att. Plant	St. Anthony	NM
8	27.	TRO	Operator Fully Att. Plant	St. Anthony	NM
9	28.	TRO	Plant Maintenance Supr	Roddickton	M
10	29.	TRO	Utility/Operator	Roddickton	NM
11	30.	TRO	Diesel Plant Operator "B"	Cartwright	NM
12	31.	TRO	Diesel Plant Operator "B"	Rigolet	NM
13	32.	TRO	Diesel Plant Operator "B"	Hopedale	NM
14	33.	TRO	Property Agent/Appraiser	St. John's	M
15	34.	TRO	Technologist	St. John's	NM
16	35.	Finance	Treasury Assistant	St. John's	M
17	36.	Finance	Secretary	St. John's	M
18	37.	Finance	Accounting Clerk II	St. John's	NM
19	38.	Finance	Records Clerk	St. John's	NM
20	39.	Finance	Tax Officer	St. John's	NM
21	40.	Finance	Accounting Clerk II	St. John's	NM
22	41.	Finance	Buyer	St. John's	NM
23	42.	Finance	Office Services Clerk	St. John's	NM
24	43.	TRO	Clerk/Typist	St. John's	NM
25	44.	Finance	Mgr. Info.Supp. Services	St. John's	M
26	45.	Production	Mgr. Ener. Mgmt. System	St. John's	M
27	46.	Production	Sr. Ops Planning Engineer	St. John's	M
28	47.	Production	P&C Comm. Specialist	St. John's	M
29	48.	TRO	Technical Services Co-ord	St. John's	M
30	49.	TRO	Technologist	Stephenville	NM
31	50.	TRO	Electrical Maintenance "A"	Stephenville	NM
32	51.	Finance	Senior Financial Acct	St. John's	M
33	52.	TRO	Mech. Maintenance "A"	Stephenville	NM
34	53.	TRO	Utility/Operator	Roddickton	NM
35	54.	TRO	Diesel Plant Supervisor	Lanse au Loup	M
36	55.	Management	Senior Secretary	St. John's	M
37	56.	Production	Electrical Maintenance "A"	Bay d'Espoir	NM
38	57.	Production	Sr Supv Elect & Inst Mtce.	Holyrood	M
39	58.	Production	Materials Co-ordinator	Holyrood	M
40	59.	Production	Thermal Syst. Specialist	St. John's	M
41	60.	Production	Telecontrol Specialist	St. John's	M
42	61.	Production	Sr.Supv Telecontrol Maint.	St. John's	M
43	62.	Production	Telecontrol Clerk	St. John's	NM
44	63.	Production	Civil Designer	St. John's	M

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1	64.	TRO	Driver/Ground Worker	Bishop's Falls	NM
2	65.	TRO	Storekeeper	Whitbourne	NM
3	66.	TRO	Electrical Maintenance "A"	Stephenville	NM
4	67.	TRO	Distribution Supervisor	Port Saunders	M
5	68.	TRO	Line Worker "A"	Port Saunders	NM
6	69.	TRO	Line Worker "A"	Rocky Harbour	NM
7	70.	TRO	Line Worker "A"	Cow Head	NM
8	71.	TRO	Sr. Supv. Dist. Maint	Bishop's Falls	M
9	72.	TRO	Line Worker "A"	Fogo	NM
10	73.	TRO	Line Worker "A"	Lanse au Loup	NM
11	74.	TRO	Technologist	St. John's	NM
12	75.	TRO	Manager, Project Services	St. John's	M
13	76.	TRO	Project Services Assistant	St. John's	M
14	77.	TRO	Engineering Assistant	St. John's	M
15	78.	TRO	Transmission Engineer	St. John's	M
16	79.	TRO	Secretary	St. John's	M
17	80.	TRO	Sr. Supv. Fleet Services	Bishop's Falls	M
18	81.	TRO	Secretary	Bishop's Falls	M
19	82.	TRO	Cashier Clerk	Happy Valley	NM
20	83.	TRO	Cashier Clerk	Wabush	NM
21	84.	TRO	Manager, Northern Region	St. Anthony	M
22	85.	TRO	Sr. Supv. Prod. & Maint.	St. Anthony	M
23	86.	TRO	Senior Civil Engineer	St. John's	M
24	87.	TRO	Projects Purch. Co-ord.	St. John's	M
25	88.	TRO	Dir. Const. & Proj. Serv	St. John's	M
26	89.	Corporate Planning	Planning Engineer	St. John's	M
27	90.	Corporate Planning	Corporate Affairs Co-ord	St. John's	M
28	91.	Finance	Mgr. Proj. Financial Serv	St. John's	M
29	92.	Finance	Acct. Financial Reports	St. John's	M
30	93.	Finance	Budget Analyst	St. John's	M
31	94.	Finance	Accounting Clerk II	St. John's	NM
32	95.	Finance	Accounting Clerk II	St. John's	NM
33	96.	Finance	Senior Materials Specialist	St. John's	M
34	97.	Finance	Sr. Supv. Materials Control	St. John's	M
35	98.	Finance	Accounting Clerk III	St. John's	NM
36	99.	Finance	Stores Worker	Bishop's Falls	NM
37	100.	Finance	Office Services Supervisor	St. John's	M
38	101.	Finance	Transportation Supervisor	St. John's	M
39	102.	Finance	Driver Clerk	St. John's	NM
40	103.	Finance	Secretary	St. John's	M
41	104.	HR & Legal	Secretary	St. John's	M
42	105.	HR & Legal	Employee Ben Specialist	St. John's	M
43	106.	TRO	Plant Operator	Westport	NM
44	107.	TRO	Plant Operator	Westport	NM

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1	108.	Management	Executive Secretary	St. John's	M
2	109.	Production	ECC Supervisor	St. John's	M
3	110.	Production	Telecontrol Maint. Supv.	Bay d'Espoir	M
4	111.	TRO	Technologist	St. Anthony	NM
5	112.	HR & Legal	Expediter	St. John's	NM
6	113.	Finance	Sr Data Control Analyst	St. John's	M
7	114.	Finance	V-PCorp Plng & Cust Serv	St. John's	M
8	115.	TRO	Operator Fully Att Plant	St. Anthony	NM
9	116.	TRO	Diesel Plant Operator	St. Anthony	NM
10	117.	TRO	Transport Driver	Bishop's Falls	NM
11	118.	TRO	Mech. Maintenance "A"	St. Anthony	NM
12	119.	HR & Legal	Transportation Clerk	St. John's	NM
13	120.	TRO	Accounting Clerk I	Bishop's Falls	NM
14	121.	TRO	Maintenance Planner	Bishop's Falls	M
15	122.	TRO	Production & Maint. Supv.	Ramea	M
16	123.	TRO	Operator Fully Att.Plant	Ramea	NM
17	124.	TRO	Operator Fully Att.Plant	Ramea	NM
18	125.	TRO	Mech. Maintenance "A"	Ramea	NM
19	126.	TRO	Elect. Maintenance "A"	Ramea	NM
20	127.	Finance	Process Improve. Spec.	St. John's	M
21	128.	Finance	Programmer	St. John's	M
22	129.	Finance	Programmer	St. John's	M
23	130.	Finance	Programmer	St. John's	M
24	131.	TRO	Office Supervisor	Whitbourne	M
25	132.	TRO	Line Worker "A"	Whitbourne	NM
26	133.	TRO	Salvage Stores Supervisor	Bishop's Falls	M
27	134.	TRO	Terminal Maintenance "A"	Whitbourne	NM
28	135.	TRO	Technologist	St. Anthony	NM
29	136.	Finance	Accounting Clerk I	St. John's	NM
30	137.	Production	Senior Station Operator	Roddickton	NM
31	138.	Production	Senior Station Operator	Roddickton	NM
32	139.	Production	Station Operator	Roddickton	NM
33	140.	TRO	Manager, Rural Support	St. John's	M
34	141.	TRO	Mech. Maintenance "A"	St. Anthony	NM
35	142.	Finance	Accounts Payable Officer	St. John's	NM
36	143.	Finance	Data Control Analyst	St. John's	M
37	144.	Finance	Accounting Clerk II	St. John's	NM
38	145.	Finance	Accounting Clerk II	St. John's	NM
39	146.	Finance	Accounting Clerk II	St. John's	NM
40	147.	Production	Utility Worker	Holyrood	NM
41	148.	Production	Utility Worker	Bay d'Espoir	NM
42	149.	Production	Hydro Plant Operator	Snooks Arm	NM
43	150.	Production	Accountant	St. John's	NM
44	151.	HR & Legal	Human Resources Asst	St. John's	M

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1	152.	HR & Legal	Buyer	St. John's	NM
2	153.	HR & Legal	Expediter	St. John's	NM
3	154.	HR & Legal	Purchasing Clerk	St. John's	NM
4	155.	HR & Legal	Senior Stores Worker	Bishop's Falls	NM
5	156.	HR & Legal	Records Centre Admtr	St. John's	M
6	157.	Management	Vice-President, Neg.	St. John's	M
7	158.	TRO	Technologist	St. John's	NM
8	159.	Production	Mech. Maintenance "A"	Holyrood	NM
9	160.	Production	Mech. Maintenance "A"	Holyrood	NM
10	161.	Production	Utility Worker	Holyrood	NM
11	162.	Production	Inventory Clerk	Holyrood	NM
12	163.	Production	Inventory Clerk	Holyrood	NM
13	164.	Production	Planning Engineer	St. John's	M
14	165.	Production	Bus. Solutions Analyst	St. John's	M
15	166.	TRO	Maint. Planning Clerk	Whitbourne	NM
16	167.	TRO	Maint. Planning Clerk	Stephenville	NM
17	168.	TRO	Accountant	Bishop's Falls	NM
18	169.	TRO	Accounting Clerk III	Bishop's Falls	NM
19	170.	TRO	Clerk/Typist	Bishop's Falls	NM
20	171.	TRO	Clerk/Typist	Bishop's Falls	NM
21	172.	TRO	Diesel Plant Operator "B"	Grey River	NM
22	173.	TRO	Diesel Plant Operator "B"	Francois	NM
23	174.	TRO	Driver/Ground Worker	Stephenville	NM
24	175.	TRO	Line Worker "A"	Ramea	NM
25	176.	TRO	Driver/Ground Worker	Whitbourne	NM
26	177.	TRO	Driver/Ground Worker	Whitbourne	NM
27	178.	TRO	Line Worker "A"	English Harbour W.	NM
28	179.	TRO	Driver/Ground Worker	Bishop's Falls	NM
29	180.	TRO	Driver/Ground Worker	Bishop's Falls	NM
30	181.	TRO	Driver/Ground Worker	Bishop's Falls	NM
31	182.	TRO	Driver/Ground Worker	Bishop's Falls	NM
32	183.	TRO	Diesel Plant Operator "B"	Paradise River	NM
33	184.	TRO	Driver/Ground Worker	Happy Valley	NM
34	185.	TRO	Line Worker "A"	St. Anthony	NM
35	186.	TRO	Driver/Ground Worker	St. Anthony	NM
36	187.	TRO	Driver/Ground Worker	St. Anthony	NM
37	188.	TRO	Driver/Ground Worker	Lanse au Loup	NM
38	189.	TRO	Line Worker "A"	Cow Head	NM
39	190.	TRO	Driver/Ground Worker	Cow Head	NM
40	191.	TRO	Driver/Ground Worker	Cow Head	NM
41	192.	TRO	Driver/Ground Worker	Port Saunders	NM
42	193.	TRO	Driver/Ground Worker	Port Saunders	NM
43	194.	TRO	Technologist	St. John's	NM
44	195.	TRO	Design Drafter (Civil)	St. John's	M

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1	196.	TRO	Line Worker "A"	Hermitage	NM
2	197.	TRO	Line Worker "A"	Cartwright	NM
3	198.	TRO	Line Worker "A"	Happy Valley	NM
4	199.	TRO	Line Worker "A"	Port Saunders	NM
5	200.	TRO	Line Worker "A"	Flowers Cove	NM
6	201.	TRO	Line Worker "A"	Roddickton	NM
7	202.	TRO	Line Worker "A"	Roddickton	NM
8	203.	Production	Director, Gen. Operations	St. John's	M
9	204.	Production	Director, Production	St. John's	M
10	205.	Production	Thermal Plant Operator	Holyrood	NM
11	206.	Production	Thermal Plant Operator	Holyrood	NM
12	207.	TRO	Diesel Plant Operator B	Williams Hbr.	NM
13	208.	TRO	Mech. Maintenance A	Stephenville	NM
14	209.	TRO	Term. Maintenance A	Whitbourne	NM
15	210.	TRO	P & C Engineer	St. John's	M
16	211.	Production	Mech. Maintenance A	Holyrood	NM
17	212.	Production	Mech. Maintenance A	Holyrood	NM
18	213.	TRO	Diesel Plant Operator A	Petites	NM
19	214.	TRO	Diesel Plant Operator B	Black Tickle	NM
20	215.	TRO	Diesel Plant Operator A	Postville	NM
21	216.	TRO	P & C Technologist	Bishop's Falls	NM
22	217.	Finance	Customer Services Rep.	St. John's	NM
23	218.	HR & Legal	Purchasing Supervisor	St. John's	M
24	219.	HR & Legal	Purchasing Admin Supr	St. John's	M
25	220.	HR & Legal	Purchasing Clerk	St. John's	NM
26	221.	HR & Legal	Training Officer	St. John's	M
27	222.	HR & Legal	Human Resources Asst	St. John's	M
28	223.	HR & Legal	Human Resources Asst	St. John's	M
29	224.	Finance	Plant Ledger Supervisor	St. John's	M
30	225.	Finance	Accounts Payable Supr	St. John's	M
31	226.	Finance	Administrative Asst	St. John's	M
32	227.	Finance	Work Order Coordinator	St. John's	M
33	228.	Finance	Regulatory Specialist	St. John's	M
34	229.	TRO	Projects Analyst	St. John's	M
35	230.	TRO	Transportation Supervisor	Bishop's Falls	M
36	231.	TRO	Driver Clerk	Bishop's Falls	NM
37	232.	TRO	Mech. Maintenance A	Bishop's Falls	NM
38	233.	TRO	Line Supervisor	Bishop's Falls	M
39	234.	TRO	Mech. Maintenance A	Ramea	NM
40	235.	TRO	Mech. Maintenance A	St. Anthony	NM
41	236.	TRO	Asset Specialist	Happy Valley	M
42	237.	TRO	Support Serv. Specialist	Happy Valley	M
43	238.	TRO	Mech. Maintenance A	Nain	NM
44	239.	TRO	Office Supervisor	Wabush	M

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1	240.	TRO	Mechanic/Operator	Happy Valley	NM
2	241.	Production	General Maintenance B	Holyrood	NM
3	242.	Production	Mechanical Maintenance	Holyrood	NM
4	243.	Production	Labour Manager	St. John's	M
5	244.	Production	Documentation Analyst	St. John's	M
6	245.	Production	Systems Analyst	St. John's	M
7	246.	Finance	Accounting Clerk III	St. John's	NM
8	247.	Finance	Accounting Clerk III	St. John's	NM
9	248.	Finance	Business Analyst	St. John's	M
10	249.	TRO	Real Estate Specialist	St. John's	M
11	250.	TRO	Technologist	St. John's	NM
12	251.	TRO	Support Serv. Specialist	Bishop's Falls	M
13	252.	TRO	Equipment Engineer	Bishop's Falls	M
14	253.	TRO	Line Worker A	Bishop's Falls	NM
15	254.	TRO	Line Supervisor	L'anse au Loup	M
16	255.	TRO	Clerk Typist	St. Anthony	NM
17	256.	TRO	Storekeeper	St. Anthony	NM
18	257.	TRO	Electrical Maintenance A	Happy Valley	NM
19	258.	TRO	Line Worker A	Wabush	NM
20	259.	TRO	Office Clerk	Happy Valley	NM
21	260.	Production	Control Soft. Specialist	Holyrood	M
22	261.	Production	Thermal Plant Operator	Holyrood	NM
23	262.	Production	Thermal Plant Operator	Holyrood	NM
24	263.	Production	Thermal Plant Operator	Holyrood	NM
25	264.	TRO	Diesel Plant Operator	Harbour Deep	NM
26	265.	TRO	Diesel Plant Operator	Harbour Deep	NM

**POSITIONS ADDED - JANUARY 1992 – DECEMBER 31, 2002**

30		<u>Division</u>	<u>Position</u>	<u>Location</u>	<u>Status</u>
31					
32	1.	TRO	Electrician/Operator	Happy Valley	NM
33	2.	Production	Systems Engineer	St. John's	M
34	3.	TRO	Distribution Supervisor	Port Saunders	M
35	4.	TRO	Line Worker "A"	Port Saunders	NM
36	5.	TRO	Clerk/Typist	St. Anthony	NM
37	6.	Production	Office Clerk	Holyrood	NM
38	7.	Production	Clerk/Typist	Holyrood	NM
39	8.	Production	Quality Assur. Engineer	Holyrood	M
40	9.	Production	Mech. Maintenance "A"	Holyrood	NM
41	10.	Production	Mech. Maintenance "A"	Holyrood	NM
42	11.	Production	Mech. Maintenance "A"	Holyrood	NM
43	12.	Production	Mech. Maintenance "A"	Holyrood	NM
44	13.	Production	Mech. Maintenance "A"	Holyrood	NM

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1	14.	Production	Utility Worker	Holyrood	NM
2	15.	Production	Utility Worker	Holyrood	NM
3	16.	Production	Technologist	Holyrood	NM
4	17.	TRO	Driver/Ground Worker	Bishop's Falls	NM
5	18.	TRO	General Maintenance "A"	Port Saunders	NM
6	19.	Corp. Planning	Accounting Clerk II	St. John's	NM
7	20.	Management	Vice-President, Neg.	St. John's	M
8	21.	Production	Electrical Engineer	St. John's	M
9	22.	TRO	Ecologist	St. John's	M
10	23.	TRO	Mechanical Engineer	St. John's	M
11	24.	TRO	Asset Manager	Happy Valley	M
12	25.	TRO	Equipment Engineer	Happy Valley	M
13	26.	TRO	Asset Mgr. Trans. & Dist.	Bishop's Falls	M
14	27.	TRO	Asset Mgr. Stns. & Gen.	Bishop's fall	M
15	28.	TRO	Equipment Engineer	Port Saunders	M
16	29.	TRO	Technical Services Supt.	Bishop's Falls	M
17	30.	TRO	Mech./Elect. Supt.	Bishop's Falls	M
18	31.	Finance	Regulatory Specialist	St. John's	M
19	32.	Finance	Director, Info Sys & Tel	St. John's	M
20	33.	Production	Plant Engineer (Mech.)	Holyrood	M
21	34.	Production	General Maint. Supv	Bay d'Espoir	M
22	35.	Production	Planner	Bay d'Espoir	M
23	36.	TRO	Mechanical Designer	St. John's	M
24	37.	TRO	Business Analyst	St. John's	M
25	38.	Production	Stores Worker	Holyrood	NM
26	39.	Production	Control Soft. Specialist	Holyrood	M
27	40.	TRO	Area Office Clerk	Bishop's Falls	NM
28	41.	TRO	Office Clerk	Bishop's Falls	NM
29	42.	TRO	Line Worker "A"	Bay d'Espoir	NM
30	43.	TRO	Line Worker "A"	Stephenville	NM
31	44.	TRO	Diesel Plant Operator "B"	Rigolet	NM
32	45.	TRO	Diesel Plant Operator "B"	Hopedale	NM
33	46.	Production	Document Control Clerk	Holyrood	NM
34	47.	Production	Chemical Technologist	Holyrood	NM
35	48.	Finance	Administrative Assistant	St. John's	M
36	49.	Finance	Customer Services Rep.	St. John's	NM
37	50.	Finance	Customer Services Rep.	St. John's	NM
38	51.	TRO	Diesel System Rep.	Cartwright	NM
39	52.	TRO	Safety & Training Officer	Bishop's Falls	M
40	53.	Finance	Accounting Specialist	St. John's	M
41	54.	Finance	Financial Analyst	St. John's	M
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1        Prior to 1998 and the implementation of the JD Edwards system, employee  
2        and position data is not readily available. For the period 1998 – 2002, the  
3        average age and salary of employees whose positions were made  
4        redundant, are 52 and \$45,916, respectively.