

1 **Reference: Section 2: Customer Operations**

2
3 **Q. Volume 1, page 2-38. List each of Newfoundland Power’s current collective**
4 **agreements and provide the term of each, the annual wage adjustment for each year**
5 **in each agreement and any special monetary adjustments.**

6
7 A. Newfoundland Power has 2 collective agreements governing its union employees
8 represented by the International Brotherhood of Electrical Workers, Local 1620 (the
9 “IBEW”). Both collective agreements are in effect from October 1, 2017 to June 30,
10 2022.

11
12 The negotiated wage adjustments in both collective agreements were: 1.0% on October 1,
13 2017; 1.5% on January 1, 2019; 2.0% on January 1, 2020; 2.0% on January 1, 2021; and
14 2.25% on January 1, 2022.

15
16 During the bargaining process, the Company and the IBEW agreed to conduct a market
17 review of base wages for the Power System Operators (“PSOs”) and PSO Lead Hands as
18 per a Letter of Understanding dated March 13, 2019. A Memorandum of Settlement on
19 this matter was signed on January 25, 2021. As a result, wages for PSOs and PSO Lead
20 Hands were adjusted to the Atlantic Canadian average in accordance with the
21 Memorandum of Settlement.¹

¹ The PSO and PSO Lead Hand base wage rates were \$47.94 and \$51.78, respectively, effective May 6, 2019. The PSO and PSO Lead Hand base wage rates will be adjusted in accordance with the collective agreement effective January 1, 2020.