

1 **Q. At CA-NP-102, p. 2 of 3, it states that “2008 tool & clothing costs were higher than**
2 **the 2008 test year forecast [i.e. 836,000 forecast vs. 1,168,000 actual]. This was**
3 **principally due to a larger employee base, higher than average Safety and Clothing**
4 **costs principally due to the replacement cost of fire retardant clothing and**
5 **additional clothing required for meter readers.”**

6
7 **(a) What are the Company’s obligations to its employees regarding clothing**
8 **allowances/replacement?**

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10 **(b) How much was spent in 2008 to replace fire retardant clothing and how**
11 **much is budgeted in 2009 and 2010 regarding this item?**

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13 **A. (a)** The Company’s obligations to its employees regarding clothing allowances are
14 primarily reflected in its collective agreements.¹

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16 In accordance with the these agreements, the Company will provide the necessary
17 safety and protective equipment, including flame resistant protective clothing,
18 required to ensure that all work may be carried out safely in accordance with the
19 Company’s procedures or any law of the Province. A combined allowance up to
20 of four hundred and forty (\$440.00) dollars for rainwear, safety footwear and
21 coveralls will be issued by the Company to regular employees each year. The
22 Company will also provide such protective clothing that, in its judgment, is
23 required for a particular job.

24
25 **(b)** In 2008, the Company spent approximately \$252,000 on fire retardant clothing.
26 Tools and Clothing Allowance is forecast on aggregate. As a result, there is not a
27 specific budget amount in 2009 and 2010 for fire retardant clothing.

¹ 2008-2011 Craft Agreement between Newfoundland Power Inc. and the International Brotherhood of Electrical Workers Local 1620, Section 7.04, p. 9 and Section 19.01 and 19.02, p. 38 - 39. 2008-2011 Clerical Agreement between Newfoundland Power Inc. and the International Brotherhood of Electrical Workers Local 1620, Section 7.04, p. 9 and Section 19.01 and 19.02, p. 36.