

1 Q. Re PUB-NLH-027, please provide the same data as shown in Attachment 1 for 2013
2 and please also show the table for 2012 and 2013 in which the column "Atlantic
3 Canadian Utilities (Average) excludes Hydro.

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6 A. CA-NLH-216, Attachment 1 provides the same data as shown in PUB-NLH-027,
7 Attachment 1 but for year 2013. CA-NLH-216, Attachment 2 and CA-NLH-216,
8 Attachment 3 provide the same comparison information but excludes Hydro in the
9 Atlantic Canadian Utilities (Average) for 2012 and 2013, respectively.

Hydro vs. Other Industry and Construction (Hourly Rates)

	2013						
Position	Hydro	Atlantic Canadian Utilities (Average) ¹	NARL ²	CLRA ³	Vale	Hebron ⁴	Alberta
Lead Thermal Plant Operator	41.83	40.32					
Thermal Plant Operator	39.92	37.90					
Technologist	39.92	38.06	45.34		48.44	51.69	
System Operator	39.92	42.82					
Electrical "A"	36.33	35.52	42.45	48.48	48.44	51.69	61.34
Mechanical "A"	36.33	35.68	42.45	48.08	48.03	51.28	60.85
Line Worker "A"	36.33	36.21		44.05	42.01		
Stores Repair Worker	36.33		40.54	43.97			
Sr. Line Inspector	36.33	33.45					
Emergency Response Technician	36.33		42.71		44.83		
Diesel System Representative	30.68			44.16	43.62		
Heavy Equipment Operator	30.68			45.00	44.46		55.28
Carpenter	33.51	30.69		44.84	44.80	48.05	55.44
Electrical Maintenance "B"	29.00		35.75				
Driver Ground Worker	29.00	26.51					
General Maintenance "B"	27.55	26.12	28.21				
Stores Worker	27.55	26.98		39.31			48.84
Electrical Maintenance Helper	26.15	26.86			43.84		
Mechanical Maintenance Helper	26.15	27.04					
Utility Worker	23.62	22.87	28.21	36.90			
Labourer	21.32	19.94	26.16	43.82	43.78	47.03	47.26

Notes:

1. Atlantic Utility Average is based on Hydro, NL Power, NS Power, and NB Power (NB Power rates are taken from Generation Agreement where match is available, otherwise Transmission Agreement.) Atlantic Utility Average is reported only where at least three of the utilities have suitable matches for the position.
2. Maintenance rates at NARL are a multi-skill rate which are approximately 7% above the basic rate, to compensate for performance of ancillary duties.
3. Construction Labour Relations Association (CLRA) and project construction rates are gross hourly rates, i.e., they include allowances for vacation, holidays, pension, insurance, etc.
4. Hebron rates include a project premium of \$3.00/hour, paid quarterly.
5. The following positions were not reasonably matched to positions in the comparator groups used in Chart 2.4.

Lead Customer Services Technologist	Mechanical Maintenance "B"
Lead Hydro Plant Operator	Line Worker "B"
Hydro Plant Operator (Remote)	Diesel Plant Operator (Stand By)
Electrician/Operator	Material Control Clerk
Mechanic/Operator	Terminal Maintenance "B"
Hydro Plant Operator	Diesel Plant Operator
System Operator (Trainee)	Line Inspector
Distribution Field Representative	Industrial Cleaner
Building Custodian	Security Guard
Terminal Maintenance "A"	Cook
General Maintenance "A" (Salvage Stores)	

Hydro vs. Other Industry and Construction (2012 Hourly Rates)

Position	2012						
	Hydro	Atlantic Canadian Utilities (Average) ¹	NARL ²	CLRA ³	Vale	Hebron ⁴	Alberta
Lead Thermal Plant Operator	40.22	38.90					
Thermal Plant Operator	38.38	36.25					
Technologist	38.38	36.60	44.02		46.44	49.69	
System Operator	38.38	42.89					
Electrical "A"	34.94	34.33	41.21	46.48	46.44	49.69	58.96
Mechanical "A"	34.94	34.54	41.21	46.08	46.03	49.28	58.44
Line Worker "A"	34.94	35.38		40.80	40.01		
Stores Repair Worker	34.94		39.36	41.97			
Sr. Line Inspector	34.94	31.41					
Emergency Response Technician	34.94		41.47		42.83		
Diesel System Representative	29.50			42.16	41.62		
Heavy Equipment Operator	29.50			43.00	42.46		52.65
Carpenter	32.22	28.85		42.84	42.80	46.05	52.81
Electrical Maintenance "B"	27.89		34.71				
Driver Ground Worker	27.89	24.77					
General Maintenance "B"	26.49	25.51	27.39				
Stores Worker	26.49	26.21		36.06			46.51
Electrical Maintenance Helper	25.15	26.36			41.84		
Mechanical Maintenance Helper	25.15	26.61					
Utility Worker	22.72	22.21	27.39	33.85			
Labourer	20.50	19.05	25.40	41.82	41.78	44.78	45.19

Notes:

1. Atlantic Utility Average excludes Hydro and is based on NL Power, NS Power, and NB Power (NB Power rates are taken from Generation Agreement where match is available, otherwise Transmission Agreement.) Atlantic Utility Average is reported only where at least two of the utilities have suitable matches for the position.
2. Maintenance rates at NARL are a multi-skill rate which are approximately 7% above the basic rate, to compensate for performance of ancillary duties.
3. Construction Labour Relations Association (CLRA) and project construction rates are gross hourly rates, i.e., they include allowances for vacation, holidays, pension, insurance, etc.
4. Hebron rates include a project premium of \$3.00/hour, paid quarterly. (The \$3.00 premium was not included on the technologist rate reported on PUB-NLH-027 and is restated correctly above.)
5. The following positions were not reasonably matched to positions in the comparator groups used in Chart 2.4.

Lead Customer Services Technologist	Mechanical Maintenance "B"
Lead Hydro Plant Operator	Line Worker "B"
Hydro Plant Operator (Remote)	Diesel Plant Operator (Stand By)
Electrician/Operator	Material Control Clerk
Mechanic/Operator	Terminal Maintenance "B"
Hydro Plant Operator	Diesel Plant Operator
System Operator (Trainee)	Line Inspector
Distribution Field Representative	Industrial Cleaner
Building Custodian	Security Guard
Terminal Maintenance "A"	Cook
General Maintenance "A" (Salvage Stores)	

Hydro vs. Other Industry and Construction (Hourly Rates)

Position	2013						
	Hydro	Atlantic Canadian Utilities (Average) ¹	NARL ²	CLRA ³	Vale	Hebron ⁴	Alberta
Lead Thermal Plant Operator	41.83	39.56					
Thermal Plant Operator	39.92	36.89					
Technologist	39.92	37.43	45.34		48.44	51.69	
System Operator	39.92	43.78					
Electrical "A"	36.33	35.25	42.45	48.48	48.44	51.69	61.34
Mechanical "A"	36.33	35.47	42.45	48.08	48.03	51.28	60.85
Line Worker "A"	36.33	36.16		44.05	42.01		
Stores Repair Worker	36.33		40.54	43.97			
Sr. Line Inspector	36.33	32.02					
Emergency Response Technician	36.33		42.71		44.83		
Diesel System Representative	30.68			44.16	43.62		
Heavy Equipment Operator	30.68			45.00	44.46		55.28
Carpenter	33.51	29.28		44.84	44.80	48.05	55.44
Electrical Maintenance "B"	29.00		35.75				
Driver Ground Worker	29.00	25.27					
General Maintenance "B"	27.55	25.64	28.21				
Stores Worker	27.55	26.79		39.31			48.84
Electrical Maintenance Helper	26.15	27.22			43.84		
Mechanical Maintenance Helper	26.15	27.48					
Utility Worker	23.62	22.49	28.21	36.90			
Labourer	21.32	19.48	26.16	43.82	43.78	47.03	47.26

Notes:

1. Atlantic Utility Average excludes Hydro and is based on NL Power, NS Power, and NB Power (NB Power rates are taken from Generation Agreement where match is available, otherwise Transmission Agreement.) Atlantic Utility Average is reported only where at least two of the utilities have suitable matches for the position.
2. Maintenance rates at NARL are a multi-skill rate which are approximately 7% above the basic rate, to compensate for performance of ancillary duties.
3. Construction Labour Relations Association (CLRA) and project construction rates are gross hourly rates, i.e., they include allowances for vacation, holidays, pension, insurance, etc.
4. Hebron rates include a project premium of \$3.00/hour, paid quarterly.
5. The following positions were not reasonably matched to positions in the comparator groups used in Chart 2.4.

Lead Customer Services Technologist
 Lead Hydro Plant Operator
 Hydro Plant Operator (Remote)
 Electrician/Operator
 Mechanic/Operator
 Hydro Plant Operator
 System Operator (Trainee)
 Distribution Field Representative
 Building Custodian
 Terminal Maintenance "A"
 General Maintenance "A" (Salvage Stores)

Mechanical Maintenance "B"
 Line Worker "B"
 Diesel Plant Operator (Stand By)
 Material Control Clerk
 Terminal Maintenance "B"
 Diesel Plant Operator
 Line Inspector
 Industrial Cleaner
 Security Guard
 Cook