

1 Q. **Other**

2 Further to CA-NLH-216, please provide updated tables for 2014 and 2015.

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5 A. CA-NLH-329 Attachment 1 (Revision 1) provides an updated table for 2014 whereby
6 the Atlantic Canadian Utilities average excludes Hydro. See Hydro's response to
7 PUB-NLH-027 (Revision 1, Mar 20-15) Attachment 1 for an updated table for 2014
8 whereby the Atlantic Canadian Utilities average includes Hydro.

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10 A comparison of hourly wages for 2015 could not be provided as rates for all
11 companies were not available at time of reporting (i.e., either unchanged from 2014
12 rate or currently in negotiations). The Atlantic Canadian Electric Utility Average is
13 calculated only when at least three of the utilities have rates available. Three of the
14 five industry comparator groups did not have rates for 2015 at time of reporting.

Hydro vs. Other Industry and Construction (Hourly Rates)

	2014						
Position	Hydro (Retroactive to April 1, 2014)	Atlantic Canadian Utilities (Average) ¹	NARL ²	CLRA ³	Vale	Hebron ⁴	Alberta
Lead Thermal Plant Operator	43.08	41.65					
Thermal Plant Operator	41.12	37.87					
Technologist	41.12	38.53	46.93		50.49	53.69	
System Operator	41.12	44.70					
Electrical "A"	37.42	36.43	43.94	50.48	50.49	53.69	64.41
Mechanical "A"	37.42	36.65	43.94	50.08	50.08	53.28	63.88
Line Worker "A"	37.42	36.97		47.30	44.06		
Stores Repair Worker	37.42		41.96	45.97			
Sr. Line Inspector	37.42	32.65					
Emergency Response Technician	37.42		44.20				
Diesel System Representative	31.60			46.16	45.67		
Heavy Equipment Operator	31.60			47.00	46.51		58.04
Carpenter	34.52	29.71		46.84	46.84	50.05	58.20
Electrical Maintenance "B"	29.87	27.18	37.00				
Driver Ground Worker	29.87	25.80					
General Maintenance "B"	28.38	26.66	29.20				
Stores Worker	28.38	26.98		42.56			51.28
Electrical Maintenance Helper	26.93	28.12			45.89		
Mechanical Maintenance Helper	26.93	28.38					
Utility Worker	24.33	23.01	29.20	40.35			
Labourer	21.96	20.05	27.08	45.82	45.83	49.03	49.62

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 ~ 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)	