

1 Q. Further to CA-NLH-329, please file a comparison of hourly wages for 2015 as soon
2 as same becomes available.

3

4

5 A. CA-NLH-358 Attachment 1 provides rates for Hydro in 2015. As indicated in Hydro's
6 response to CA-NLH-329, rates for all companies are still not available. Updates are
7 provided for Hydro, CLRA, and Hebron. New rates for 2015 for NP, NARL, and Vale
8 are currently not available (i.e., remain unchanged from that reported in CA-NLH-
9 329). As the Atlantic Canadian Electric Utility Average is calculated only when at
10 least three of the utilities have rates available, these cannot be reported at this time
11 (excluding Hydro).

Hydro vs. Other Industry and Construction (Hourly Rates)

	2015						
Position	Hydro	Atlantic Canadian Utilities (Average) ¹	NARL ²	CLRA ³	Vale ⁵	Hebron ⁴	Alberta ⁶
Lead Thermal Plant Operator	43.95	n/a					
Thermal Plant Operator	41.94	n/a					
Technologist	41.94	n/a	46.93		50.49	55.69	
System Operator	41.94	n/a					
Electrical "A"	38.17	n/a	43.94	52.48	50.49	55.69	64.41
Mechanical "A"	38.17	n/a	43.94	52.08	50.08	55.28	63.88
Line Worker "A"	38.17	n/a		49.30	44.06		
Stores Repair Worker	38.17		41.96	47.97			
Sr. Line Inspector	38.17	n/a					
Emergency Response Technician	38.17		44.20				
Diesel System Representative	32.23			48.16	45.67		
Heavy Equipment Operator	32.23			49.00	46.51		58.04
Carpenter	35.21	n/a		48.84	46.84	52.05	58.20
Electrical Maintenance "B"	30.47	n/a	37.00				
Driver Ground Worker	30.47	n/a					
General Maintenance "B"	28.94	n/a	29.20				
Stores Worker	28.94	n/a		44.56			51.28
Electrical Maintenance Helper	27.47	n/a			45.89		
Mechanical Maintenance Helper	27.47	n/a					
Utility Worker	24.82	n/a	29.20	42.35			
Labourer	22.40	n/a	27.08	47.82	45.83	51.03	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 three of the utilities have suitable matches for the position. As NL Power's Collective Agreement expired September 2014 (currently in negotiations), averages for 2015 are unavailable due to less than three companies reporting 2015 rates.
2. Maintenance rates at NARL are a multi-skill rate which are ~ 7% above the basic rate, to compensate for performance of ancillary duties. NARL's Collective Agreement expired December 31, 2014.
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. Hebron's rates include the May 2015 increase.
5. Vale's last increase was May 2014. Rates for 2015 are not yet available.
6. 2015 Alberta rates not available at time of reporting.

7. 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)	