

1 Q. **2013 General Rate Application, Workforce**

2 Provide the same comparison of hourly wage rates for each classification, other
3 than Electrical “A” and Mechanical “A” within the Operations Bargaining Unit, as
4 provided for Electrical “A” and Mechanical “A” in Chart 2.4 on page 2.17.

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7 A. PUB-NLH-027, Attachment 1 (Revision 1), expands the comparison of Hydro’s
8 hourly rates to include other classifications in the Operations Bargaining Unit
9 positions that could be reasonably matched with the comparator industries noted
10 in Chart 2.4, on page 2.17 of the Evidence with hourly wage rates provided for
11 2014.

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13 A comparison of hourly wages for 2015 could not be provided as rates for all
14 companies were not available at time of reporting (i.e., either unchanged from 2014
15 rate or currently in negotiations). The Atlantic Canadian Electric Utility Average is
16 only calculated when at least three of the utilities have rates available. Three of the
17 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 (last increase March 31, 2013)	Atlantic Canadian Utilities (Average) ¹	NARL ²	CLRA ³	Vale	Hebron ⁴	Alberta
Lead Thermal Plant Operator	41.83	41.70					
Thermal Plant Operator	39.92	38.55					
Technologist	39.92	38.88	46.93		50.49	53.69	
System Operator	39.92	43.51					
Electrical "A"	36.33	36.41	43.94	50.48	50.49	53.69	64.41
Mechanical "A"	36.33	36.57	43.94	50.08	50.08	53.28	63.88
Line Worker "A"	36.33	36.81		47.30	44.06		
Stores Repair Worker	36.33		41.96	45.97			
Sr. Line Inspector	36.33	33.88					
Emergency Response Technician	36.33		44.20				
Diesel System Representative	30.68			46.16	45.67		
Heavy Equipment Operator	30.68			47.00	46.51		58.04
Carpenter	33.51	30.97		46.84	46.84	50.05	58.20
Electrical Maintenance "B"	29.00	27.78	37.00				
Driver Ground Worker	29.00	26.86					
General Maintenance "B"	27.55	26.88	29.20				
Stores Worker	27.55	27.13		42.56			51.28
Electrical Maintenance Helper	26.15	27.46			45.89		
Mechanical Maintenance Helper	26.15	27.64					
Utility Worker	23.62	23.21	29.20	40.35			
Labourer	21.32	20.37	27.08	45.82	45.83	49.03	49.62

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 ~ 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)	