

Q. 2013 General Rate Application, Workforce

Page 2.16, lines 27-28 - The annual general wage adjustments to trades and technology workers over the period 2010 to 2013 are described here. Provide the annual general wage adjustments given for the same positions by NB Power, NS Power and NL Power during the same period.

A. Table 1 lists the annual general wage adjustments (increases) for Nova Scotia Power, New Brunswick Power, and Newfoundland Power from 2010 to 2013. Hydro's is also noted for comparison purposes.

Table 1

General Increases of Atlantic Utilities 2010 to 2013				
Company	Year			
	2010	2011	2012	2013
Hydro	6.50%	4.00%	4.00%	4.00%
New Brunswick Power (Gen) ¹	3.50%	4.00%	0.00%	0.00%
New Brunswick Power (Trans) ¹	3.00%	3.50%	4.00%	0.00%
Newfoundland Power	3.00%	7.5% ²	0.00%	4.00%
Nova Scotia Power	4.00%	4.00%	2.65%	2.65%

Note:

1. New Brunswick Power has multiple collective agreements. Hydro operations best match Generation and Transmission groups. New Brunswick Power is serving a two-year mandatory wage freeze over a four year period in each of its contracts.

2. Increase of 3.5% January 1, 2011 and 4% October 1, 2011.

In addition to the general wage increases, special adjustments have been applied to various classifications in each of these companies as noted in Table 2 during the same four-year period. The adjustments were trades and technology related or required to preserve supervisory differentials caused by the trade and technology adjustment. Hydro is also noted for comparison purposes.

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Table 2
Special Wage Adjustments Applied from 2010 to 2013

Company	Date	Description of Special Adjustment	Amount of Adjustment ¹
Hydro	Apr 1, 2010	Trades/Technology	4.8% ²
New Brunswick Power (Gen) ³	Jan 1, 2010	Operators	\$0.61
	Jan 1, 2011	Operators	\$0.63
	Jan 1, 2012	Operators	\$0.65
	Jan 1, 2013	Operators	\$0.67
New Brunswick Power (Trans) ³	Jan 1, 2010	Operators	\$0.75
	Apr 1, 2010	Power Line Tech & (and applicable differentials)	\$0.34
	Jan 1, 2011	Electrical Maintenance (and applicable differentials)	\$0.25
	Jan 1, 2011	Operators	\$0.75
Newfoundland Power	Jan 1, 2010	Trades/Technology	\$0.61
	Jan 1, 2011	Trades/Technology	\$0.46
	May 18, 2012	Lead Hand Differential	\$0.10
	Jan 1, 2013	Trades/Technology	\$0.25
Nova Scotia Power	Oct 1, 2010	Trades/Technology	\$1.00

Note:

1. Adjustments are flat dollar amounts added to the hourly wage rate except for Hydro (which is explained in the note below).
2. Hydro's 4.8% increase was the result of a pay group adjustment (upward by one group level) for all classifications in Groups 9 and above of the Operations Agreement in 2010. The negotiated adjustment resulted in an hourly wage increase of 4.8% for classifications in those groups (which are skilled trades and technology occupations). The pay group adjustment when expressed as a dollar amount was in the range of \$1.48 to \$1.70.
3. New Brunswick Power has multiple collective agreements. Hydro operations best match Generation and Transmission groups.