

1     Q.     List each collective agreement now applicable for each Atlantic Canadian electric  
2             utility and provide the following details for each: the term, the annual increases  
3             provided and whether a signing bonus was provided.

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6     A.     PUB-NLH-370, Attachment 1 lists the collective agreements now applicable for the  
7             Atlantic Canadian electric utilities. Of these utilities, Newfoundland Power, Nova  
8             Scotia Power, and New Brunswick Power are most commonly used as comparators  
9             to Hydro.

Company <sup>1</sup>	Collective Agreement	Effective dates	Term (in Years)	General Increases	Signing Bonus
Newfoundland and Labrador Hydro	Agreement between Newfoundland and Labrador Hydro and Local 1615 of the International Brotherhood of Electrical Workers - Operations Unit <sup>2</sup>	April 1, 2010 - March 31, 2014	4	6.5%, 4%, 4%, 4%	No
Newfoundland and Labrador Hydro	Agreement between Newfoundland and Labrador Hydro and Local 1615 of the International Brotherhood of Electrical Workers - Office Workers' Unit <sup>2</sup>	April 1, 2010 - March 31, 2014	4	6.5%, 4%, 4%, 4%	No
Churchill Falls (Labrador) Corporation Ltd.	Collective Agreement between Churchill Falls (Labrador) Corporation Ltd. and Local Union 2351 of the International Brotherhood of Electrical Workers - Operations	January 1, 2014 - December 31, 2018	5	3%, 2%, 2%, 2%, 2.5%	No
Churchill Falls (Labrador) Corporation Ltd.	Collective Agreement between Churchill Falls (Labrador) Corporation Ltd. and Local Union 2351 of the International Brotherhood of Electrical Workers - Office & Support Workers	January 1, 2014 - December 31, 2018	5	3%, 2%, 2%, 2%, 2.5%	No
Exploits Generation	Agreement between Nalcor Energy and Local 512 of the International Brotherhood of Electrical Workers: Operations Unit	May 1, 2010 - March 31, 2014	4	6.5%, 4%, 4%, 4%	No
Newfoundland Power	Craft Agreement between Newfoundland Power Inc. and Local 1620 of International Brotherhood of Electrical Workers A.F. of L., C.I.O. - C.L.C	October 1, 2011 - September 30, 2014	3	4%, 4%, 4%	No
Newfoundland Power	Clerical Agreement between Newfoundland Power Inc. and Local 1620 of International Brotherhood of Electrical Workers A.F. of L., C.I.O. - C.L.C	October 1, 2011 - September 30, 2014	3	4%, 4%, 4%	No
Nova Scotia Power	Collective Agreement between Nova Scotia Power Incorporated and Local Union No. 1928 of the International Brotherhood of Electrical Workers	April 1, 2012 - March 31, 2015	3	2.65%, 2.65%, 2.65%	No
New Brunswick Power	Agreement between New Brunswick Power Transmission Corporation and Local 37 of the International Brotherhood of Electrical Workers A.F. of L., C.I.O. - C.L.C - Transmission Operational Group <sup>3</sup>	January 1, 2008 - December 31, 2012	5	3%, 3%, 3%, 3.5%, 4%	No
New Brunswick Power	Agreement between NB Power Distribution & Customer Service Corporation and Local 37 of the International Brotherhood of Electrical Workers A.F. of L., C.I.O. - C.L.C. - Distribution & Customer Service Operational Group <sup>3</sup>	January 1, 2008 - December 31, 2012	5	3%, 3%, 3%, 3.5%, 4%	No
New Brunswick Power	Agreement between New Brunswick Power Generation Corporation and Local 37 of the International Brotherhood of Electrical Workers A.F. of L., C.I.O. - C.L.C - Generation Operational Group	January 1, 2011 - December 31, 2015	4	0%, 0%, 2%, 2.5%	No
New Brunswick Power	Agreement between New Brunswick Power Nuclear Corporation and Local 37 of the International Brotherhood of Electrical Workers A.F. of L., C.I.O. - C.L.C.	January 1, 2011 - December 31, 2013	3	0%, 0%, 2%	No
Maritime Electric	Agreement between Maritime Electric Company, Limited and Local No. 1928 International Brotherhood of Electrical Workers A.F.L. - C.I.O. - C.L.C	January 1, 2014 - December 31, 2018	4	2.5%, 2.5%, 2.5%, 2.5%, 2.5%	No

<sup>1</sup> Excluded from this listing are Deer Lake Power, Saint John Energy, and Summerside Electric Utility. The specific focus of their operations impacts the relevance of any comparison.

<sup>2</sup> Currently in negotiations.

<sup>3</sup> Currently in negotiations. Government mandated wage freeze in 2013 & 2014