

1 Q. Provide a comparison of the hourly wage rates for 2014 and 2015 for classifications  
2 within the Office Workers Bargaining Units and the hourly rates for similar  
3 classifications in companies used by Hydro as comparators.

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6 A. Table 1 provides a comparison of 2014 hourly wage rates for positions that are  
7 reasonable benchmarks for classifications in the Office Workers' Bargaining unit  
8 relative to Hydro's comparator group, the Atlantic Canadian Electric Utilities. There  
9 are few quality matches within office worker classifications due to significant  
10 variances in the roles between the utilities based on size and organizational  
11 structures. With the exception of Newfoundland Power, rates for 2015 are  
12 unchanged at this time pending the outcome of negotiations for the companies  
13 reported below.

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**Table 1**

<b>Wage Comparisons for Office Worker Classifications</b> <b>Atlantic Canadian Electric Utilities 2014 Hourly Rate</b>			
<b>Company</b>	<b>Customer Service Representative</b>	<b>Buyer</b>	<b>Office/Purchasing Clerk</b>
Newfoundland and Labrador Hydro <sup>1</sup>	\$31.84	\$35.77	\$28.34
New Brunswick Power <sup>2</sup>	No match	\$33.55	\$23.23
Nova Scotia Power	\$28.38	No match	No match
Newfoundland Power <sup>3</sup>	\$26.20 (2014) \$26.99 (2015)	\$31.18 (2014) \$32.12 (2015)	\$26.20 (2014) \$26.99 (2015)

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<sup>1</sup> Currently in negotiations. The rate above is the last negotiated rate effective April 1, 2013.

<sup>2</sup> New Brunswick Power's Distribution and Customer Service bargaining unit were serving a wage freeze in 2013 and 2014 and are currently in negotiations. The last increase reported for these positions therefore was in 2012.

<sup>3</sup> The 2014 rate is effective January 1, 2014. The 2015 rate is effective October 1, 2014.