

j

1 Q. Further to the response to CA-NLH-234 (Revision 1, Mar 24-15), state whether the
2 actual general economic adjustment, the average actual increase and the
3 cumulative increases forecast in the response for April 1, 2015, for non-union staff
4 were implemented. If they were adjusted, provide a revised response to CA-NLH-
5 234 (Revision 1, Mar 24-15).

6

7

8 A. Table 1 below (referenced in Hydro's response to CA-NLH-234 (Revision 1, Mar 24-
9 15)) provides the updated 2015 actual general economic adjustment. The average
10 actual increase and the cumulative increases implemented April 1, 2015 for non-
11 union employees is not finalized as the Front Line Supervisor Adjustment (which is a
12 component affecting some of the non-union staff) has not yet been calculated and
13 thus is not available.

Table 1
Non-Union Salary Increases¹
2007 – 2015

Year (April 1)	General Economic Adjustment	Average "Actual" Increase²	Cumulative "Actual" Increase
2007 ³	3.0%	4.00%	4.00%
2008	3.0%	4.00%	8.16%
2009	3.0%	4.56%	13.09%
2010	6.5%	8.92%	23.18%
2011	4.0%	4.76%	29.04%
2012	4.0%	5.77%	36.49%
2013	4.0%	5.41%	43.87%
2014	3.0%	4.14%	49.83%
2015 ⁴	2.0%	Not available	Not available

¹ Increases include general wage adjustments, progression and merit increases as well as Front Line Supervisors adjustments (where applicable).

² Non-union salary administration is effective April 1 of each year. The increases reflected above are a direct comparison of the difference between April 1 implementation and the beginning salaries before adjustment.

³ The Front Line Supervisor Adjustment was implemented June 2008 (retroactive to April 1, 2007) and applied after the April 1 salary increases. As a result, the FLS increases for these years are reflected in 2009.

⁴ The Front Line Supervisor Adjustment for 2015 is not finalized which will affect the average actual increase and cumulative actual increase for 2015.