

Hydro vs. Other Industry and Construction (Hourly Rates) -- Atlantic Utility Average Excluding Hydro

Position	2015							
	Hydro (Apr. 1/2015)	NL Power (Oct. 1/14)	Atlantic Canadian Utilities (Average) ¹	NARL ²	CLRA ³	Vale	Hebron ⁴	Alberta ⁵
Lead Thermal Plant Operator	43.95	45.05	42.71					
Thermal Plant Operator	41.94							
Technologist	41.94	42.93	39.43	47.63		52.24	55.69	
System Operator	41.94	41.75						
Electrical "A"	38.17	39.10	37.44	44.60	52.48	52.24	55.69	60.65
Mechanical "A"	38.17	39.10	37.66	44.60	52.08	51.83	55.28	60.15
Line Worker "A"	38.17	39.10			49.30	45.81		
Stores Repair Worker	38.17			42.59	47.97			
Sr. Line Inspector	38.17	33.90						
Emergency Response Technician	38.17			44.86				
Diesel System Representative	32.23				48.16	47.42		
Heavy Equipment Operator	32.23				49.00	48.26		54.02
Carpenter	35.21				48.84	48.59	52.05	54.87
Electrical Maintenance "B"	30.47	30.86		37.56				
Driver Ground Worker	30.47	28.24						
General Maintenance "B"	28.94	27.60		29.64				
Stores Worker	28.94	28.24			44.56			n/a
Electrical Maintenance Helper	27.47	27.82				47.64		
Mechanical Maintenance Helper	27.47	27.83						
Utility Worker	24.82			29.64	42.35			
Labourer	22.40	23.34	20.53	27.49	47.82	47.58	51.03	n/a

Notes:

1. Atlantic Utility Average excludes Hydro and is based on NL Power, NS Power, and NB Power (NB Power rates are taken from Generation Agreement where match is available. NB Power's Transmission and Distribution Agreement is currently being negotiated (which is the agreement that contains Line Worker A.) 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. Updated by 1.5% based on recent agreement.
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. Alberta trade rates updated.
6. The following positions were not reasonably matched to positions in the comparator groups used in Chart 2.3, p. 2.29 (Amended Appl.).

Lead Customer Services Technologist
 Lead Hydro Plant Operator
 Hydro Plant Operator (Remote)
 Electrician/Operator
 Mechanic/Operator
 Hydro Plant Operator
 System Operator (Trainee)
 Distribution Field Representative
 Building Custodian
 Terminal Maintenance "A"
 General Maintenance "A" (Salvage Stores)

Mechanical Maintenance "B"
 Line Worker "B"
 Diesel Plant Operator (Stand By)
 Material Control Clerk
 Terminal Maintenance "B"
 Diesel Plant Operator
 Line Inspector
 Industrial Cleaner
 Security Guard
 Cook