

1 Q. **2013 General Rate Application, Workforce**

2 Provide the same comparison of hourly wage rates for each classification, other

3 than Electrical "A" and Mechanical "A" within the Operations Bargaining Unit, as

4 provided for Electrical "A" and Mechanical "A" in Chart 2.4 on page 2.17.

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7 A. PUB-NLH-027, Attachment 1, expands the comparison of Hydro's hourly rates to

8 include other classifications in the Operations Bargaining Unit positions that could

9 be reasonably matched with the comparator industries noted in Chart 2.4, on page

10 2.17 of the Evidence.

Hydro vs. Other Industry and Construction (2012 Hourly Rates)

Position	Hydro	2012					
		Atlantic Canadian Utilities (Average) ¹	NARL ²	CLRA ³	Vale	Hebron ⁴	Alberta
Lead Thermal Plant Operator	40.22	39.34					
Thermal Plant Operator	38.38	36.96					
Technologist	38.38	37.05	44.02		46.44	46.69	
System Operator	38.38	41.77					
Electrical "A"	34.94	34.48	41.21	46.48	46.44	49.69	58.96
Mechanical "A"	34.94	34.64	41.21	46.08	46.03	49.28	58.44
Line Worker "A"	34.94	35.27		40.80	40.01		
Stores Repair Worker	34.94		39.36	41.97			
Sr. Line Inspector	34.94	32.58					
Emergency Response Technician	34.94		41.47		42.83		
Diesel System Representative	29.50			42.16	41.62		
Heavy Equipment Operator	29.50			43.00	42.46		52.65
Carpenter	32.22	29.97		42.84	42.80	46.05	52.81
Electrical Maintenance "B"	27.89		34.71				
Driver Ground Worker	27.89	25.81					
General Maintenance "B"	26.49	25.76	27.39				
Stores Worker	26.49	26.28		36.06			46.51
Electrical Maintenance Helper	25.15	25.95			41.84		
Mechanical Maintenance Helper	25.15	26.12					
Utility Worker	22.72	22.38	27.39	33.85			
Labourer	20.50	19.41	25.40	41.82	41.78	44.78	45.19

Notes:

1. Atlantic Utility Average is based on Hydro, NL Power, NS Power, and NB Power (NB Power rates are taken from Generation Agreement where match is available, otherwise Transmission Agreement.) 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.
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. The following positions were not reasonably matched to positions in the comparator groups used in Chart 2.4.

Lead Customer Services Technologist	Mechanical Maintenance "B"
Lead Hydro Plant Operator	Line Worker "B"
Hydro Plant Operator (Remote)	Diesel Plant Operator (Stand By)
Electrician/Operator	Material Control Clerk
Mechanic/Operator	Terminal Maintenance "B"
Hydro Plant Operator	Diesel Plant Operator
System Operator (Trainee)	Line Inspector
Distribution Field Representative	Industrial Cleaner
Building Custodian	Security Guard
Terminal Maintenance "A"	Cook
General Maintenance "A" (Salvage Stores)	