

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

2 Page 2.16, lines 17-18 - Provide a table showing the number of resignations and
3 retirements by position for each year from 2007 to 2012 and forecast for 2013 to
4 2015.

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7 A. Table 1 summarizes the the voluntary resignations and retirements for each year
8 from 2007 to 2012, 2013 as at September 1, 2013, and forecasted for remainder of
9 2013 to 2015. PUB-NLH-033 Attachment 1, pages 1 to 5, and PUB-NLH-033
10 Attachment 2, page 1 of 1, provide detailed information by year and by position.

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12 In 2013, three employees have resigned and 25 have retired as of September 1,
13 2013. Seventy-five employees are eligible for an unreduced pension by December
14 31, 2013. Assumptions used to project retirements are based on experience since
15 2007 specific to how many employees retire when eligible for an unreduced
16 pension and the average years deferred if not retiring at that time. Hydro's
17 continued focus on recruitment and retention has had a positive impact on the
18 trends experienced for voluntary resignations. For this reason, Hydro has used the
19 most recent three-year average (2010 to 2012) to predict voluntary resignations for
20 the future.

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2013 NLH General Rate Application

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Table 1

Description	Number of Voluntary Resignations and Retirements Per Year									
	2007	2008	2009	2010	2011	2012	2013A¹	2013F	2014F	2015F
Retirements ²	33	31	35	25	35	34	25	40 ³	33	27
Voluntary Resignations ⁴	19	13	10	3	11	11	3	4	9	9

Notes:

1. 2013 actual retirements and resignations as at September 1, 2013.
2. Retirement projections are based on the following assumptions, which are reflective of historic patterns (from 2007 to 2013):
 - 57% of employees eligible will retire at their Earliest Unreduced Pension Date (EURD).
 - Those that defer retirement on average defer for 2.8 years past their EURD.
3. The 2013 retirement projection from September 1 to December 31, 2013, is inflated to include a carryover of employees who have deferred their retirement beyond the average of 2.8 years from their EURD. These employees are highly probable to retire within the 2013 – 2015 timeframe.
4. Resignations are reported for permanent, permanent part-time, and apprentices (i.e., excludes term and temporary employees). Resignations are projected based on a three-year average (2010 - 2012) which is 9 per year. Forecast for 2013 is prorated using this assumption for the remaining months of 2013 (rounded up).

Union Code	Position Title	Year Retired							Earliest Unreduced Eligibility			Grand Total
		2007	2008	2009	2010	2011	2012	2013 ¹	2013 Eligible	2014 Eligible	2015 Eligible	
	Operating Reports Supervisor								1			1
	Performance Specialist								1			1
	Piecework Meter Readers			1								1
	Planner Hydro								1			1
	Planner Thermal			2					1			3
	Planner Transmission Rural Operations	1						1	1	1	1	5
	Planning Supervisor		1									1
	Plant Chemist	1								1		2
	Plant Engineer Mechanical								1			1
	Plant Operations Supervisor Eastern			1								1
	Plant Security and Safety Supervisor								1			1
	Production Supervisor				1							1
	Programmer Analyst									1		1
	Project Leader		1									1
	Protection and Control Supervisor							1				1
	Rates and Financial Planning Analyst					1						1
	Regulatory Coordinator										1	1
	Senior Contracts Engineer	1										1
	Senior Electrical Engineer Transmission Rural Operations					1						1
	Senior Payroll Clerk		1									1
	Senior Transmission Engineer	1										1
	Shift Supervisor Thermal				1				3	1		5
	Shift Supervisor Energy Control Centre							1				1
	Special Projects									1		1
	Senior Network Service Engineer								1			1
	Senior Projects Engineer	1										1
	Senior System Planning Engineer								1			1
	Staffing Specialist		1									1
	Statistics Analyst							1				1
	Stores Supervisor								1			1
	Stores Supervisor Central				1							1
	Superintendent Northern Area	1										1
	Superintendent Regional Services		1									1
	Superintendent Generation Thermal	1										1
	Supervising Engineering Communication								1			1
	Supervising Engineer				1							1
	Supervisor Civil Engineer	1										1
	Supervisor General Maintenance										1	1
	Supervisor Strategic Work Planning and Schedules					1						1
	Supervisor Network Services Eastern									1		1
	Surveyor		1		1							2
	Systems Analyst								1			1

Union Code	Position Title	Year Retired							Earliest Unreduced Eligibility			Grand Total
		2007	2008	2009	2010	2011	2012	2013 ¹	2013 Eligible	2014 Eligible	2015 Eligible	
	Team Lead Cash Management				1							1
	Team Lead Network Operations			1								1
	Team Lead System Support				1							1
	Team Lead Support Services						1		1	1		3
	Technical Supervisor				1							1
	Technologist Electrical Design								1			1
	Telecontrol Engineering Specialist								1			1
	Terminals Maintenance Supervisor	1										1
	Treasury Assistant				1							1
	VP Finance and Chief Financial Officer			1								1
	VP Human Resources General Counsel and Corporate Secretary				1							1
	VP Nfld. and Labrador Hydro									1		1
	VP Regulated Operations							1				1
	VP Systems Operation and Planning								1			1
	Distribution Services Supervisor						1					1
	Facilities Maintenance Supervisor							1				1
	Generation Superintendent							1				1
	Line Superintendent Central Region Transmission Rural Operations							1				1
	Planner/Thermal						1					1
	Planner Transmission Rural Operations						1					1
	Protection/Control Supervisor						1					1
	Revenue Metering Services						1					1
	Safety and Environmental Coordinator						1					1
	Shift Supervisor Energy Control Centre						1					1
	Software Specialist Enterprise Applications						1					1
	Team Lead Business Solutions Support						1					1
	Technical/Electrical Maintenance Supervisor						1					1
Non Union Total		14	14	17	12	14	16	11	23	17	10	148
Operations - Unionized												
	Building Custodian						1					1
	Carpenter							1	1	1		4
	Diesel Plant Operator A	1										1
	Diesel Plant Operator B		1									1
	Distribution Field Representative		1		1				1			3
	Diesel Plant Operator (Standby Plant)									1		1
	Driver Ground Worker	1		1		1	1		2	2		8
	Diesel System Representative	1		3	2			1	5	1		13
	Diesel System Representative Trainee								2			2
	Electrical Maintenance A	1		2	2	2			3	1		13
	Electrician/Operator	1				1	1		2			5

Union Code	Position Title	Year Retired							Earliest Unreduced Eligibility			Grand Total
		2007	2008	2009	2010	2011	2012	2013 ¹	2013 Eligible	2014 Eligible	2015 Eligible	
	General Maintenance A								1			1
	General Maintenance B	1	1			2	3	1	3	4	2	17
	Heavy Equipment Operator		2									2
	Hydro Plant Operator Remote					1				1		2
	Labourer								1			1
	Lead Hydro Plant Operator					1		1				2
	Lead Thermal Plant Operator	1		1					2			4
	Line Worker A	3	2	2	1	1	3	2	2	1	2	19
	Materials Control Clerk	1							1			2
	Mechanical Maintenance "A" Heavy Duty Repair			1	1	1			4	1		8
	Mechanical Maintenance "A" Millwright	1			2				2		1	6
	Mechanical Maintenance "A" Welder		1		1	1	1			1		5
	Mechanic/Operator								1			1
	Mechanical Maintenance A	1	1									2
	Power Systems Operator	1										1
	Security Guard	1	1									2
	Senior Line Inspector			1					1	2		4
	Stores Worker	2		1			2		1		1	7
	Technologist Drafter/CAD								1		1	2
	Technologist	1	2			1						4
	Technologist Meter Shop			1								1
	Technologist Protection and Control				1		1				1	3
	Technologist Chemical									1		1
	Technologist Distribution								1			1
	Technologist Electrical Design								1			1
	Technologist Telecontrol								1	3		5
	Terminal Maintenance A			1		1	1		3			6
	Thermal Plant Operator					1				1	1	3
	Turbine Boiler Operator		1									1
	Utility Worker		1	1							1	3
	Water Systems Attendant		1									1
Operations -												
Unionized Total		18	15	15	11	15	16	9	45	14	12	170
Officer Workers -												
Unionized	Accountant							1				1
	Accountant Plant Lead	1										1
	Accounting Clerk III					1			1			2
	Administration Officer								1			1
	Area Office Clerk			1		2					1	4
	Billing Officer Rural							1				1
	Billing Officer Industrial and Retail									1		1
	Buyer					1				1		2

Union Code	Position Title	Year Retired							Earliest Unreduced Eligibility			Grand Total
		2007	2008	2009	2010	2011	2012	2013 ¹	2013 Eligible	2014 Eligible	2015 Eligible	
	Drafting Clerk					1						1
	Meter Reader/Collector		1	1			1	1	3		1	8
	Office Services/Stock clerk					1						1
	Office Clerk			1	1						1	3
	Office Services Clerk		1							1		2
	Reception/Switchboard Operator									1		1
	Relief Meter Reader								1			1
	Senior Office Services Clerk							1				1
	System Operations Accountant				1							1
	Transportation Officer								1			1
	Treasury Clerk								1			1
	Driver Clerk						1					1
Officer Workers - Unionized Total		1	2	3	2	6	2	5	7	2	5	35
Grand Total		33	31	35	25	35	34	25	75	33	27	353

Notes:

1. 2013 actuals as at September 1, 2013.
2. 2013 to 2015 (Eligible) reflect Earliest Unreduced Retirement Date by positions. Past patterns reflect that 57% of those eligible to retire will retire in the year they become eligible; and that those who do not retire at that time will defer retirement by 2.8 years, on average, from their EURD.

Group	Position Title	Year	2007	2008	2009	2010	2011	2012	2013	2014	2015
Non Union	Client Support Analyst			1							
	Electrical Design Engineer							1			
	Electrical Engineer						1				
	Electrical Maint. Supervisor							1			
	Emergency Response Co-ordin.			1							
	Engineer Level 1			1							
	Engineer Level 2				1						
	Engineer Level 3			1							
	Graduate Intern HR				1						
	HR Co-ordinator						1				
	HR Lead- People Development					1					
	I.S. Security Officer							1			
	Labour Relations Specialist	1									
	Manager Labour Relations					1					
	Mechanical Engineer						1				
	Planner - Thermal					1					
	Plant Engineer Civil							1			
	Program Outreach Advisor		1								
	Proj Leader-Applications										
	Protection & Control Engineer					1					
	Qual Assur. Eng										
	Rates Analyst					1					
	Records & Infor. Analyst										
	Safety Coordinator Holyrood	1			1						
	Surveyor				1						
	H.R. Specialist O.E.	1									
	Planner-TRO	1									
Non Union Total		4	5	4	2	5	4	1			
Operations - Unionized	Appr Power System Operator				1			2			
	Apprentice Electrician	1							1		
	Apprentice Line Worker	2	2	3			2				
	Apprentice Millwright	1									
	DSR Trainee	1									
	Electrical Maintenance A						1	1			
	Line Worker A	4	3	2	1	1	1				
	Mech Maint "A" - H D Repair	1									
	Mech Maint "A" - Millwright										
	Stores Worker	1									
	Technician III	1									
	Technician IV	1					1				
	Technol- Environmental						1				
	Power System Operator						1				
	Thermal Plant Opr IV	1							1		
Operations - Unionized Total	15	7	6	1	5	6	2				
Office Workers - Unionized	Office Clerk		1					1			
	Office Services Clerk						1				
Office Workers - Unionized Total			1				1	1			
Grand Total		19	13	10	3	11	11	3	9	9	