

1 **Q. At p. 2-29, it states, “Newfoundland Power’s labour costs are forecast to increase by**
2 **an average of 3.2% annually for 2010 to 2014. The increase is 1% lower per year**
3 **than the Company’s average labour rate increase over the period. Labour rate**
4 **increases, expansion of customer energy conservation programs, and response to**
5 **changing workforce demographics are primary drivers of the increases in labour**
6 **costs.” What proportion does each of these primary drivers bear of the increases in**
7 **labour costs?**

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9 A. Please refer to the response to Request for Information CA-NP-481 which indicates the
10 breakdown of regular and standby labour costs from 2010 to 2014F.

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12 Please refer also to response to Request for Information PUB-NP-006 which provides
13 justification for Newfoundland Power’s labour costs.