

**Q. 2013-2014 General Rate Application, Company Evidence**

**Pg. 2-22, Table 2-12 - What are the types of positions that are filled by temporary employees referred to in Table 2-12?**

A. Newfoundland Power's annual work requirements are met using a combination of regular employees, temporary employees and contractors. This approach permits Newfoundland Power to maintain a highly skilled workforce while also maintaining reasonable flexibility to respond to variations in work requirements on a least cost basis.

The types of positions filled by temporary employees primarily include Meter Readers, Customer Account Representatives, Area Customer Representatives, Engineering Technologists and Co-op Students. The Company regularly utilizes temporary employees in these types of positions to accommodate variability in work requirements or to provide support to projects that are specific in duration.

Newfoundland Power also utilizes temporary employees to replace regular employees who are on leave, such as sick leave or maternity leave. This type of requirement may occur in a wide variety of positions. For example, temporary employees are currently fulfilling requirements for a Cash Services Clerk and a Senior Financial Accountant.

Prior to May 18, 2012, temporary employees also included all Apprentice Power Line Technicians hired by Newfoundland Power for participation in the Company's apprenticeship program.<sup>1</sup>

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<sup>1</sup> This change came into effect with the current collective agreement which was signed May 18, 2012.