

## 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) <sup>1</sup>	NARL <sup>2</sup>	CLRA <sup>3</sup>	Vale <sup>5</sup>	Hebron <sup>4</sup>	Alberta <sup>6</sup>
Lead Thermal Plant Operator	43.95	45.05	42.71					
Thermal Plant Operator	41.94							
Technologist	41.94	42.93	39.43	n/a		n/a	55.69	
System Operator	41.94	41.75						
Electrical "A"	38.17	39.10	37.44	n/a	52.48	n/a	55.69	n/a
Mechanical "A"	38.17	39.10	37.66	n/a	52.08	n/a	55.28	n/a
Line Worker "A"	38.17	39.10			49.30	n/a		
Stores Repair Worker	38.17			n/a	47.97			
Sr. Line Inspector	38.17	33.90						
Emergency Response Technician	38.17			n/a				
Diesel System Representative	32.23				48.16	n/a		
Heavy Equipment Operator	32.23				49.00	n/a		n/a
Carpenter	35.21				48.84	n/a	52.05	n/a
Electrical Maintenance "B"	30.47	30.86		n/a				
Driver Ground Worker	30.47	28.24						
General Maintenance "B"	28.94	27.60		n/a				
Stores Worker	28.94	28.24			44.56			n/a
Electrical Maintenance Helper	27.47	27.82				n/a		
Mechanical Maintenance Helper	27.47	27.83						
Utility Worker	24.82			n/a	42.35			
Labourer	22.40	23.34	20.53	n/a	47.82	n/a	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. NARL's Collective Agreement expired December 31, 2014. Contract negotiations are not finalized, therefore 2015 rates are not available.
3. 2015 Construction Labour Relations Association (CLRA) rates not available at time of reporting.
4. Hebron rates include a project premium of \$3.00/hour, paid quarterly.
5. 2015 Vale rates not available at time of reporting.
6. 2015 Alberta rates not available at time of reporting.

7. 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	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)	