Requests for Information

1 **Volume 1, Section 2 – Customer Operations**
2
3 **Q.** **(page 18, Table 11) Table 11 provides the breakdown of Labour costs for 2002 to**
4 **2008 F by Regular and Standby, Temporary and Overtime. Please also provide over**
5 **the same period, the following:**
6 **a. The number of full-time equivalent FTEs broken down by Management and**
7 **Union.**
8 **b. The number of employees who were (or will be) eligible to retire broken down**
9 **by Management, Union and by Position.**
10 **c. The number of retirements broken down by Management, Union and by**
11 **Position.**
12 **d. The number of new hires broken down by Management, Union and by Position.**
13
14 A. (a) Table 1 shows the total number of FTEs and regular employees, broken down by
15 management and union, for each year from 2002 to 2008F. Due to the dynamic
16 nature of temporary employment, Newfoundland Power does not track the
17 breakdown between management and union employees on an FTE basis.
18
19

Table 1
Corporate Staffing Levels
2002 to 2008F

| Year | FTEs | Regular Employees | | |
		Managerial[1]	Union	Total
2002	666	269	334	603
2003	667	271	330	601
2004	661	268	329	597
2005	621	238	306	544
2006	623	247	305	552
2007F	627	255	298	553
2008F	625	253	298	551

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[1] Managerial positions include executive, manager and supervisory positions, front line technical staff, non-union clerical staff and professionals.

1   (b) Table 2 shows the number of management employees eligible to retire by position
2   from 2002 to 2008F.
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Table 2
Number of Employees[2] Becoming Eligible to Retire[3] in Calendar Year
by Management Position
2002 to 2008F

Position	2002	2003	2004	2005	2006	2007	2008F
Manager							2
Superintendent Area Ops			1	1			
Superintendent Syst Planning					1		
Superintendent Elect Eng						1	
Application Analyst							1
Audit Consultant							1
Customer Service Coordinator						1	1
Customer Service Specialist					1	1	
Director Corporate Safety						1	
Director Customer Service					1		
Director Environment					1		
Director Financial Policy						1	
Director Provisioning Services						1	
Director Risk Management					1		
District Supervisor					1		1
EAP Co-ordinator				1			
Electrical Maint. Director					1		
Engineer			1		1	1	1
Engineering Technologist	1			2	4	2	5
Environmental Specialist						1	
Executive Secretary	1					1	
Financial Accounting Officer						1	
General Foreperson			1	1			
Infrastructure Analyst					1		
Operations Supervisor							1
Project Supervisor			1				
Rates & Cost Specialist					1		
Property Specialist							1
Regional Assistant							1
Supervisor Central Stores							1
Supervisor Customer Service							1
Supervisor Eng. Services						1	
Supervisor Electrical Maint						2	
Supervisor Elect & Plant Maint							1
Surveyor						1	
Team Leader						1	
Team Leader Operations (IS)				1			
Technical Assistant		1	1				
Total Management Becoming Eligible to Retire in Calendar Year	**2**	**1**	**5**	**6**	**14**	**17**	**18**

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2   Regular Employees.
3   Eligibility is based on the earliest possible retirement (age 55 or age/service combination of 85).

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1   Table 3 shows the number of union employees eligible to retire by position from 2002 to
2   2008F.
3
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Table 3
Number of Employees[4] Becoming Eligible to Retire[5] in Calendar Year
by Union Position
2002 to 2008F

Position	2002	2003	2004	2005	2006	2007	2008F
Accounting Clerk							2
Area Customer Representative					3		2
Billing Statistics Coodinator					1		
Collector		1		1	1	1	
Communications Tech III				1		1	
Computer Operator							1
Customer Account Rep	1				3	1	2
Distribution Maintenance	1	1		1			1
Distribution Maintenance LH							1
District Representative			2		1	1	2
Driver Groundsperson					1		
Edit Clerk						1	1
Electrical Maintenance							2
Electrical Maintenance LH			2			1	1
Engineering Records Clerk							1
Lineperson					1	2	2
Linecrew Working Foreperson	2	2	2	3	5	10	7
Mechanical Maintenance LH					1	1	
Meterperson							1
Meterperson LH				1			2
Meter Reader	1					1	
Patroller					1		
Planner		1		1			1
Plant Accounting Clerk						1	
Power Plant Maintenance						2	1
Power Plant Maintenance LH		1	1		1	1	
Property Utilityperson				1			
Protective Equipment Tester							1
Senior Control Room Operator					1		
Senior Draftsperson		1	1				1
Storekeeper					2	1	1
Storekeeper LH					1	2	
Unattended Power Plant Opr.				1			
Total Union Becoming Eligible to Retire in Calendar Year	**5**	**7**	**8**	**12**	**21**	**27**	**33**

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[4]   Regular Employees.
[5]   Eligibility is based on the earliest possible retirement (age 55 or age/service combination of 85).

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1   (c) Table 4 shows the number of management retirements broken down by position from
2   2002 to 2007 year-to-date.
3
4

Table 4
Retirements
by Management Position
2002 to 2007 year-to-date

Position	2002	2003	2004	2005	2006	2007
Manager Operations				1	1	1
Director Regional Services				1		
Superintendent Area Operations				2		1
Area Assistant				1		
Community Relations Officer				1		
Customer Service Specialist				3		
Departmental Assistant				1		
Desktop Publisher				1		
District Supervisor				1		
Electrical and Shop Foreperson	1					
Engineer				2		
Engineering Coordinator	1					
Engineering Technologist	1			10		
Environmental Mgt System Coordinator				1		
General Foreperson		1		4		1
Power Plant Operator Coordinator	1					
Process Analyst				1		
Supervisor Electrical & Plant Maintenance				2		
Stenographer	1					
Work Methods Specialist				1		
Total Management Retirements	**5**	**1**	**0**	**33**	**1**	**3**

1   Table 5 provides the number of union retirements broken down by position from 2002 to
2   2007 year-to-date.
3
4

Table 5
Retirements
by Union Position
2002 to 2007 year-to-date

Position	2002	2003	2004	2005	2006	2007
Buyer	1					
Collector				2		
Customer Account Rep						1
Distribution Maintenance	1					
Distribution Records Clerk				1		
District Representative	1			2	1	
Electrical Maintenance				1		
Electrical Maintenance Helper			1			
Electrical Maintenance Leadhand				2		
Groundsperson	1					
Labourer				1		
Labourer Blaster	1					
Lineperson	1			3		
Linecrew Working Foreperson	2			19		
Mechanical Maintenance Leadhand	2			1		
Meter Reader				3		
Meterperson				1		
Meterperson Leadhand				1		
Power Plant Maintenance				1		
Power Plant Maintenance Leadhand				1		
Property Utilityperson				1		
Purchasing Clerk				1		
Senior Control Room Operator	1					
Storekeeper				3	1	
Technologist Assistant				1		
Total Union Retirements	**11**	**0**	**1**	**45**	**2**	**1**

5

1   (d) Table 6 provides the number of management new hires broken down by position from
2   2002 to 2008 forecast.
3

Table 6
New Hires[6]
by Management Position
2002 to 2008 Forecast

Position	2002	2003	2004	2005	2006	2007[7]	2008F
Executive			2	1		1	
Manager Corporate Planning			1				
Director Financial Reporting			1				
Director Human Resources			1				
Superintendent Regional Operations					1		
Application Analyst	2						
Application Specialist		2					
Corp Communication Specialist	1	1					
Engineer	2			1	2	3	2
Engineering Technologist		2	2	4	3	1	2
Financial Analyst					1		
Helpdesk Analyst	1						
Human Resource Assistant	1						
Infrastructure Specialist					1		
Internal Auditor			1				
Occupational Health Nurse						1	
Programmer				1			
Rates and Cost Analyst						1	
Total Management New Hires	**7**	**5**	**8**	**8**	**7**	**7**	**4**

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5   Table 7 provides the number of union new hires broken down by position from 2002 to
6   2008 forecast.
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Table 7
New Hires[8]
by Union Position
2002 to 2008 Forecast

Position	2002	2003	2004	2005	2006	2007[9]	2008F
Customer Account Rep		1			4		
Draftsperson					3		
Electrical Maintenance				1	1		1
Junior Control Room Operator		1					
Lineperson		6	3	8	2	1	2
Mechanical Maintenance				1			
Millwright/PPM							1
Planner			1				
Total Union New Hires	**0**	**8**	**4**	**10**	**10**	**1**	**4**

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[6]   Regular Full-time Employees.
[7]   New hires as of June 25, 2007.
[8]   Regular Full-time Employees.
[9]   New hires as of June 25, 2007.