

1 Q. **Outage Management**

2 Further to the response PUB-NLH-183 and PUB-NLH-184 explain why the positions
3 of Driver Groundsperson and Utility Worker are seasonal positions, state the
4 months they are employed and state whether the people hired for these positions
5 are typically the same persons in subsequent years.

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8 A. The Driver Groundsperson and utility worker positions are utilized during the busier
9 maintenance and capital project period as identified in the annual work plan. This
10 typically runs from the beginning of May to the end of November each year. These
11 temporary employees have recall rights in the collective agreement and therefore
12 the same employees are recalled each year in order of seniority, as required based
13 on the annual work plan resource requirements.