

- 1 **Q. (Reference Application) It is understood that NP is currently in collective**
2 **bargaining talks with employees. If so, how will this impact internal labour**
3 **costs included in the Application?**
4
- 5 A. Newfoundland Power is currently engaged in the collective bargaining process with its
6 two bargaining units. All project estimates contained in the Company's *2024 Capital*
7 *Budget Application* are based on forecast internal labour rates, which include certain
8 assumptions related to the outcome of collective bargaining that may offset any actual
9 increases to internal labour rates. As the collective bargaining process has not yet
10 concluded, Newfoundland Power is not in a position to speculate as to the final impact
11 to the 2024 Capital Budget.