

1 Q. Please provide Newfoundland Hydro's comparison of trade compensation rates for
2 Canadian utilities, including but not limited to Newfoundland Power and
3 Newfoundland Hydro.

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6 A. PUB-Nalcor-226, Attachment 1, Table 1 lists the comparison "Trade" wage rates
7 represented by Power Line Technician (Line Worker A) from 2003 to 2022 for the
8 Atlantic Canadian Utilities. Table 2 in the same attachment reflects the wage
9 differential between Hydro and the Atlantic Canadian Utilities (ACU) and
10 Newfoundland Power (NF Power), respectively, from 2003 to 2018. The "Trade"
11 wage difference between Hydro and the ACU has averaged -\$0.47 and has averaged
12 -\$0.96 when compared to NF Power over the same period. Hydro, New Brunswick
13 Power and Nova Scotia Power have expired agreements (beyond 2018) and are in
14 collective bargaining at this time. NF Power and Maritime Electric have recently
15 signed (or ratified) agreements securing wage rates up to 2022.

Table 1, Atlantic Canadian Utility (ACU) Hourly Wage Rates (2003 to 2022¹) for Power Line Technician

ACU	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
NL Hydro	\$23.80	\$24.51	\$24.51	\$24.88	\$26.14	\$27.59	\$28.94	\$32.30	\$33.59	\$34.94	\$36.33	\$37.42	\$38.17	\$38.93	\$39.71	\$39.71	-	-	-	-
NF Power ²	\$23.65	\$24.83	\$26.07	\$26.85	\$27.66	\$29.93	\$30.63	\$32.16	\$33.75	\$35.10	\$36.50	\$37.96	\$39.10	\$40.08	\$41.08	\$41.49	\$42.11	\$42.96	\$43.81	\$44.80
Maritime Electric ³	\$23.49	\$24.43	\$25.26	\$26.14	\$27.19	\$28.28	\$29.13	\$30.36	\$31.27	\$33.06	\$35.18	\$36.06	\$36.96	\$37.89	\$38.83	\$39.80	\$40.60	\$41.45	\$42.32	\$43.21
NB Power (T&D Agreement)	\$24.70	\$25.44	\$25.95	\$25.95	\$29.03	\$29.90	\$30.80	\$32.06	\$34.38	\$35.76	\$35.76	\$35.76	\$36.48	\$37.82	\$39.33	\$42.07	-	-	-	-
NS Power	\$24.89	\$25.64	\$26.54	\$27.60	\$28.29	\$29.79	\$30.83	\$33.06	\$34.38	\$35.29	\$36.23	\$37.19	\$37.75	\$38.31	\$39.08	\$39.86	-	-	-	-
Average of ACUs⁴	\$23.57	\$24.63	\$25.67	\$26.50	\$27.43	\$29.11	\$29.88	\$31.26	\$32.51	\$34.08	\$35.84	\$37.01	\$38.03	\$38.99	\$39.96	\$40.65	\$41.35	\$42.20	\$43.07	\$44.00

Notes:

- ¹ NL Hydro, NB Power, and NS Power are currently in negotiations (expired collective agreements) with future rates yet to be determined.
- ² NF Power have recent agreement with 1% for Oct. 1, 2017, 1.5% for Jan. 1, 2019, 2% for Jan. 1 2020, 2% for 2021, and 2.25% for 2022.
- ³ ME recently ratified a collective agreement beginning at 2.0% for Jan. 1, 2019, and 2.1% each January 1 for next 3 years (2020, 2021 and 2022).
- ⁴ ACU average excludes NL Hydro. ACU average from 2019 to 2022 include NF Power and Maritime Electric only.

Table 2, Wage Differential between NL Hydro and the Atlantic Canadian Utility Average and Newfoundland Power (2003 to 2018¹) for Power Line Technician

Wage Differential	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
NL Hydro vs ACU Average ²	-\$0.38	-\$0.57	-\$1.45	-\$1.76	-\$1.90	-\$1.89	-\$1.41	\$0.39	\$0.15	\$0.14	\$0.41	\$0.68	\$0.60	\$0.41	\$0.13	-\$1.10
NL Hydro vs NF Power	\$0.15	-\$0.32	-\$1.56	-\$1.97	-\$1.52	-\$2.34	-\$1.69	\$0.14	-\$0.16	-\$0.16	-\$0.17	-\$0.54	-\$0.93	-\$1.15	-\$1.37	-\$1.78

Notes:

- ¹ NL Hydro, NB Power, and NS Power are currently in negotiations (expired collective agreements) with rates beyond 2018 yet to be determined.
- ² ACU average excludes NL Hydro.