

1 **Q. In reference to the IBEW-NP-005 response that states “[f]or its unionized**
2 **employees, Newfoundland Power benchmarks its wages to those of the other**
3 **Atlantic Canadian electric utilities” does Newfoundland Power consider scope of**
4 **work in comparing wages for all unionized positions (not just PLTs, as discussed in**
5 **IBEW-NP-007)? Are the scopes of work for all positions listed in Attachment A to**
6 **IBEW-NP-005 exactly or closely comparable to those of employees at Newfoundland**
7 **Power?**

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9 A. As noted previously, for its unionized employees, Newfoundland Power benchmarks its
10 wages to those of the other Atlantic Canadian electric utilities. Newfoundland Power
11 does consider scope of work in comparing wages for its unionized positions.
12 Newfoundland Power obtains copies of position descriptions for similar positions at the
13 other Atlantic Canada utilities and determines if they are a fair, good, or excellent match
14 to the comparable position at Newfoundland Power, or if there is no match. When
15 necessary, to confirm a match, Newfoundland Power will contact the Human Resources
16 Department at the other utility to gain a more thorough understanding of the scope of
17 work for the comparable position. If there is no match, that utility’s data is not
18 considered for that particular position.

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20 For the positions listed in Attachment A to IBEW-NP-005, Newfoundland Power deemed
21 that the scope of work for the comparable positions at other Atlantic Canada utilities was
22 closely comparable to those of the same classification at Newfoundland Power.