

- 1 **Q. (Reference Application) Is NP currently in collective bargaining talks with**
2 **employees. If so, how will this impact internal labour costs included in the**
3 **Application?**
4
- 5 A. Newfoundland Power is currently engaged in the collective bargaining process with its
6 Craft bargaining unit. All project estimates contained in the Company's *2025 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 2025 capital budget.