

- 1 **Q. (Reference CA-NP-007) With respect to the annual weighted labour rate increases**  
2 **given in footnote 1:**  
3 **a) Are these figures the same as what Newfoundland Power refers to as its labour**  
4 **inflation rate?**  
5 **b) Do those wage rate increases include explicit cost-of-living adjustments? If so,**  
6 **please indicate the cost-of-living adjustment for each year referred to in the**  
7 **footnote.**  
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- 9 A. a) Yes. The figures in the response to Request for Information CA-NP-007, footnote 1,  
10 are the Company's internal weighted labour rate increases for 2022 actual to 2026  
11 forecast. These rates include both the base wage labour inflation rate and progression  
12 increases in employee wages as a result of experience.<sup>1</sup>  
13  
14 Newfoundland Power's wage rates and compensation are designed to be competitive  
15 with reference to relevant labour markets. See the responses to Requests for  
16 Information PUB-NP-029 and PUB-NP-031 for further information.  
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18 b) Newfoundland Power does not provide explicit cost-of-living wage adjustments to its  
19 employees. As such, the wage rate increases do not include any such adjustments.

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<sup>1</sup> Forecast progression for 2023 to 2026 is 0.75%. Newfoundland Power has used an estimate of 0.75% for progression since its *2016/2017 General Rate Application*. Generally, labour progression represents the additional wage employees receive as they progress through their position. For union employees, labour progression is detailed in the Collective Agreement. For managerial positions, progression typically occurs over a five-year period.