

1 **Section 2: Customer Operations/Operating Costs**

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3 **Q. Reference: “2025/2026 General Rate Application,” Newfoundland Power Inc.,**
4 **December 12, 2023, vol. 1, Evidence, sec. 2.4.1, p. 2-31, f.n. 57.**

5 **a) Please provide a breakdown of the weighted labour rate increases by executive,**
6 **senior management, union, and non-union in both percentage and dollars for**
7 **2022 Test Year, 2022 Actuals, 2023 Test Year, 2023 Actuals, 2024 Forecast, 2025**
8 **Forecast, and 2026 Forecast.**

9 **b) Please provide Newfoundland Power’s average annual salary for each of the**
10 **years identified in part a) broken down by executive, senior management, union,**
11 **and non-union. Please indicate where average salary calculations include**
12 **incentive or bonus pay.**

13 **c) What comparators does Newfoundland Power use to determine union and non-**
14 **union labour increases? Please provide a breakdown of the methods and**
15 **comparators for executive, senior management, union, and non-union.**

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17 **A. a) Newfoundland Power forecasts overall labour costs based on its weighted labour rate**
18 **inflation. As such, the forecast weighted labour rate is the same for all employees and**
19 **there is no further breakdown to provide.¹**

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21 The weighted labour rate increases for the 2022 and 2023 Test Years were 3.00% and
22 2.85%, respectively, including progression of 0.75% in each year.² The weighted
23 labour rate increases of 3.00% for 2022 and 2.75% for 2023 are consistent with the
24 test years.³

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26 **b) See Table 1 in the response to Request for Information PUB-NP-031 for estimated**
27 **average salary, and average pay-for-performance and short-term incentive payments.**

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29 **c) See the response to Request for Information PUB-NP-031.**

¹ See the response to Request for Information PUB-NP-029, part b).

² See the *2022/2023 General Rate Application, Volume 1, Application, Company Evidence and Exhibits, Section 2.4 Operating and Capital Costs*, page 2-38, footnote 83.

³ See the *2025/2026 General Rate Application, Volume 1, Application, Company Evidence and Exhibits, Section 2.4 Operating and Capital Costs*, page 2-31, footnote 57.