

1 **General**

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3 **Q. Reference: “2025/2026 General Rate Application,” Newfoundland Power Inc.,**
4 **December 12, 2023, vol. 2, Reports, “Labour Forecast 2024–2026,” sch. A., p. 1, f.n.**
5 **15.**

- 6 **a) Does the "Employee Retirement" line represent 100% of those employees**
7 **eligible to retire in that calendar year?**
8 **b) How is attrition accounted for by employees who have reached retirement**
9 **eligibility in previous years?**
10 **c) How does Newfoundland Power decide which vacant positions will be filled?**

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12 A. a) No, the Employee Retirement line does not necessarily represent 100% of those
13 employees eligible to retire in that calendar year. The Employee Retirement line
14 typically represents a forecast labour reduction for employees that will become
15 eligible to retire without benefit reduction in that calendar year.¹ However, if an
16 employee directly notifies Human Resources that they plan to retire in that calendar
17 year with benefit reduction, they are also included in the forecast labour reduction. If
18 an employee has indicated that their preference is to delay their retirement, they
19 would remain as an active employee and are accounted for within the internal labour
20 forecast requirements.
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22 b) Employee retirement at Newfoundland Power is at the election of the employee, not
23 the Company. Employees who have reached retirement eligibility in previous years,
24 but have chosen to delay their retirement date, remain active employees and are
25 accounted for within the internal labour forecast requirements.
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27 c) As part of the ongoing management of its business, Newfoundland Power routinely
28 examines work requirements and evaluates opportunities for organizational
29 efficiency. When a vacancy occurs, the position may be filled, blended with other
30 positions or eliminated. In the decision-making process, consideration is given to
31 items such as: (i) the resources required to effectively maintain the Company’s
32 electrical system and reasonably meet the expectations of customers; (ii) the
33 availability of technological alternatives; and (iii) the availability and potential use of
34 contract resources and temporary resources.

¹ The Newfoundland Power Retirement Income Plan text effectively states an employee’s retirement date is the first day of the month coincident with or the first day of the month following the month in which the employee has reached the age and years of service combination for retirement under the terms of the plan.