

Undertaking 19

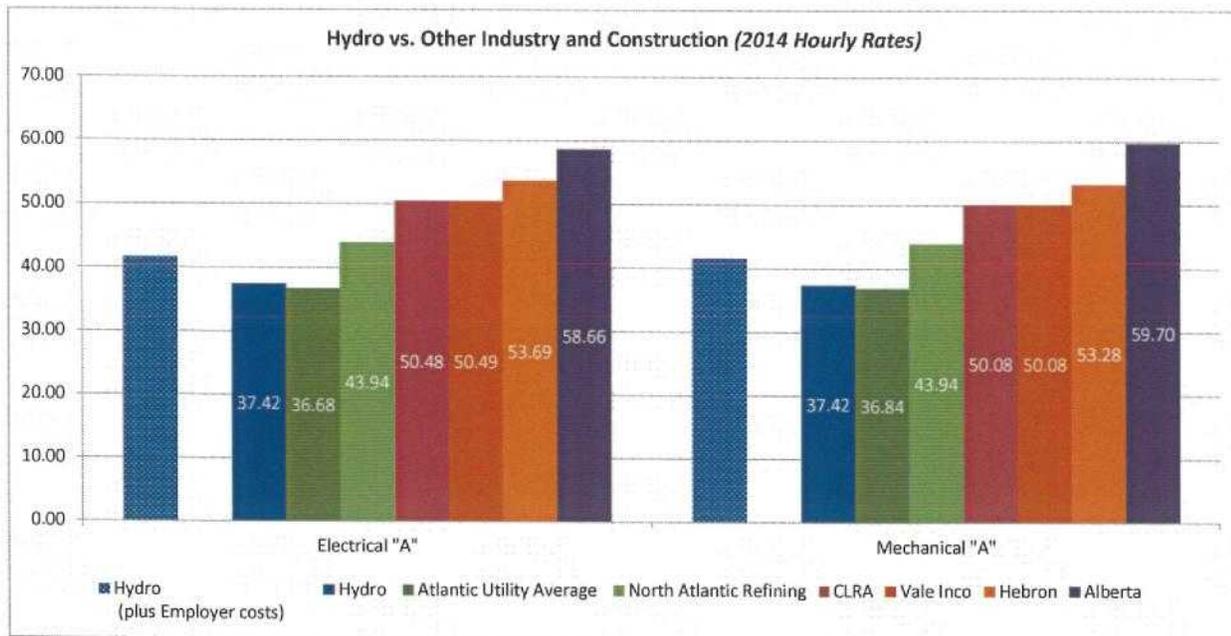
Undertake to update Chart 2.3... using 2014 and 2015 hourly rates... instead of using 2013 hourly rates, building in the allowances included in the CLRA rate into the Hydro rates

Response:

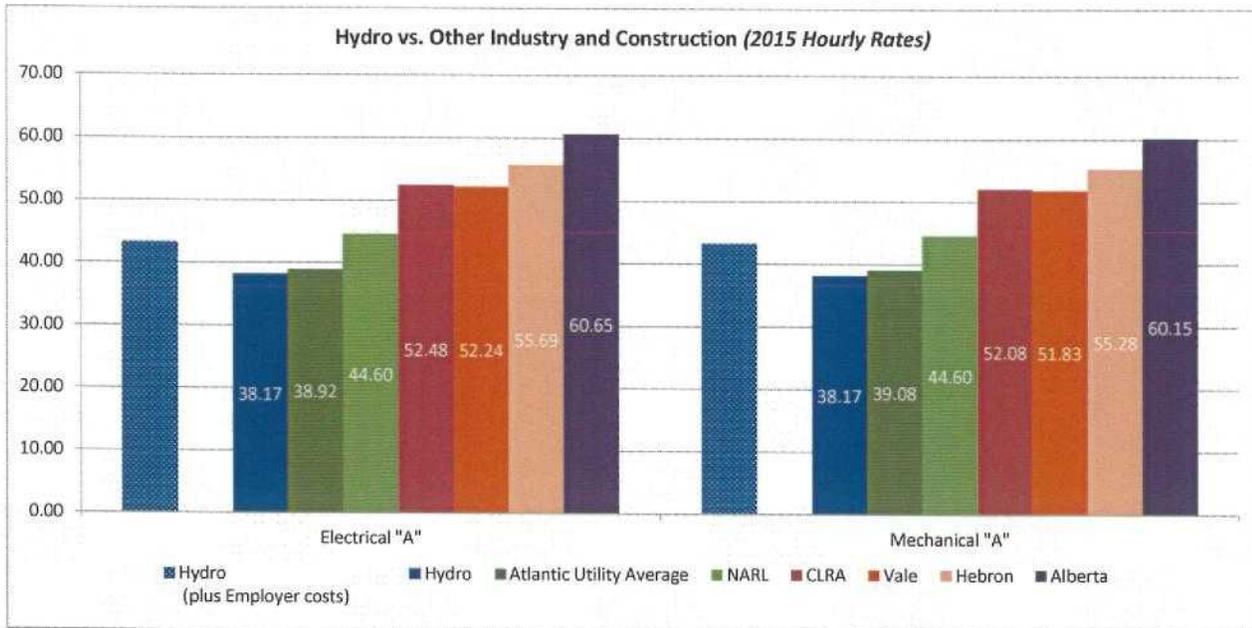
Undertaking 19, Attachment 1 and Attachment 2 update Chart 2.3 reflecting Electrician and Mechanical Maintenance positions hourly rates for 2014 and 2015.

Chart 2.3 is revised to include a representation for Hydro of employer contributions toward pension and group insurance in order to provide a more direct comparison with construction hourly wage rates. Hydro is not able to provide the same reflection (build up) for other industry (Atlantic Utility Average and North Atlantic Refinery Limited); as a result, these rates are not directly comparable.

Hydro is also filing a revision to Undertaking 20 to include recently obtained rates for North Atlantic Refinery Limited (NARL), Vale and Alberta. The Alberta rates are lower than 2014 rates previously filed due to the Construction Labour Relations Association of Alberta adjusting its wage rates based on a formula (stated in the collective agreement) to reflect significant changes in oil prices and/or CPI. The 2015 Alberta rates provided in Undertaking 19, Attachment 2, reflect the most recent wage adjustment (effective July 23, 2015) for the noted trades.



1. Construction Labour Relations Association (CLRA) and project construction rates are gross hourly rates, i.e. they include allowances for vacation, holidays, pension, insurance, training, etc.
2. Hebron rates include a project premium of \$3.00/hour, paid quarterly.
3. Atlantic Utility Average is based on Hydro, NL Power, NS Power and NB Power.
4. Maintenance rates at NARL are a multi-skill rate which are ~7% above the basic rate, to compensate for performance of ancillary duties.
5. Chart 2.3 is revised to include a representation for Hydro of employer contribution of \$4.19 toward pension and group insurances in order to provide a more direct comparison with construction hourly wage rates.
6. Hydro is not able to provide the same reflection (build up) for other industry (Atlantic Utility Average and NARL). As a result, these rates are not directly comparable.



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2. Hebron rates include a project premium of \$3.00/hour, paid quarterly.
3. Atlantic Utility Average is based on base hourly wage rates for Hydro, NL Power, NS Power and NB Power.
4. Maintenance rates at NARL are a multi-skill rate which are ~7% above the basic rate, to compensate for performance of ancillary duties.
5. Chart 2.3 is revised to include a representation for Hydro of employer contribution of \$5.19 toward pension and group insurances in order to provide a more direct comparison with construction hourly wage rates.
6. Hydro is not able to provide the same reflection (build up) for other industry (Atlantic Utility Average and NARL). As a result, these rates are not directly comparable.