

1 Q. **Reference: Volume I, page 2.23, Employee Compensation and Benefits**

2 Provide the current status of the collective agreements with Hydro's unions and state whether
3 any wage adjustments are included in the 2026F and 2027TY.

4

5

6 A. Newfoundland and Labrador Hydro ("Hydro") has three collective agreements in total with IBEW
7 1615 for its regulated and non-regulated operations. These collective agreements expired on
8 March 31, 2026.

9 Hydro included the wage increases previously negotiated and reflected in the collective
10 agreements that expired in March 2026. As Hydro is currently negotiating with its union,
11 releasing any assumptions with regard to wage adjustments proposed in the 2026 General Rate
12 Application could compromise this process.