

INTERROGATORIES OF SCHOOL ENERGY COALITION

1 **INTERROGATORY 37:**

2 **Reference(s):** C2/1/5

3

4 With respect to Workforce Staffing:

- 5 a) P. 2. Please provide the percentage of THESL's January 1, 2007 total workforce that
6 has actually retired since that date. Please exclude all voluntary or involuntary
7 terminations, and cessation of employment due to death or disability. If that
8 retirement percentage is less than 17.3% (i.e. 60% of the 28.8% referenced six year
9 forecast), please explain the difference.
- 10 b) P. 3. Please extend Table 1 backwards to 2003 and include actuals from 2003
11 through 2009.
- 12 c) P. 3. The 2010 figure in Table 1 includes 2009 retirements that did not occur and
13 were "rolled forward". Please calculate a similar figure for each of 2003 through
14 2009, i.e. retirements for those years forecast on the same basis.
- 15 d) P. 3. Please provide all presentations or reports to the Board of Directors or any
16 Board committee dealing with the aging workforce and/or policies or strategies to
17 address increasing retirements over time.
- 18 e) P. 4. Please advise what percentage of the THESL workforce is in "supervisory,
19 engineering, trades and technical positions".
- 20 f) P. 6. Please provide the referenced contracts with Power Line Plus, Entera, and
21 AECON.
- 22 g) P. 7. Please provide the most recent information in the possession of the Applicant
23 on the average age of the Ontario or Canadian work force.
- 24 h) P. 9. Please add a row to Table 4, setting out the total payroll and other costs for the
25 referenced apprentices.

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1 **RESPONSE:**

2 a) Approximately 8% of the January 2007 workforce has retired over the 2007 to 2010
 3 period. The figure of 28.8% is taken from the 2008 Labour Market Information
 4 Study undertaken by the Electricity Sector Council. This report was referenced to
 5 provide context for THESL’s expected retirements and to indicate that extraordinary
 6 turnover is an issue for the electricity industry in general; THESL did not assert that
 7 its rate of retirements would necessarily equal the projected industry rate or that the
 8 annual rate would be equal for each year in that period. The rate of retirement is
 9 expected to accelerate with each coming year.

10
 11 b) Forecast Retirements (Extended Table 1)

Year	2003 Actual	2004 Actual	2005 Actual	2006 Actual	2007 Actual	2008 Actual	2009 Actual
Number of retirements	25	33	13	10	19	16	30

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Number of retirements	64	37	50	55	79	68	97	103	89	112

13 c) “Rolled forward” data were not tracked from 2003 through 2007. There were 30
 14 retirements that did not occur and were rolled forward from 2008 to 2009.

15
 16 d) There have been no presentations or reports to the Board of Directors dealing with the
 17 aging workforce or strategies dealing with retirements. The THC Business Plan that
 18 was filed in confidence does reference workforce renewal, recruitment, training and
 19 other matters on page 43 to 48.

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1 e) Fifty-five percent of THESL workforce is in “supervisory, engineering, trades and
2 technical positions”.

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4 f) The requested documents contain confidential information. It was not possible for
5 THESL to redact the documents within the allowed period for responding to
6 interrogatories. THESL will file such documents on a confidential basis provided
7 that undertakings of confidentiality pursuant to the Board’s Rules of Practice and
8 Procedure are executed by the parties eligible to receive the documents in question.
9 THESL reserves the right to challenge any party's eligibility to receive any particular
10 documents on the grounds that despite any undertaking of confidentiality the
11 revelation of the documents to that party would intrinsically and irreparably violate
12 the confidentiality intended to be protected.

13

14 The contract is a unit price contract with an expected value of \$130 Million per year,
15 across all contract firms. There is no guaranteed minimum or maximum amount of
16 work to any/all contractors. The contract is structured as a two year contract with
17 three one-year options for extension if THESL decides to exercise these options.
18 THESL has sole discretion to exercise the options.

19

20 g) 2006 Statistics Canada Census indicates the median age for Canada’s workforce is
21 41.5.

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1 h)

2 **Table 4: Apprenticeship Program Headcount and Costs**

Year	2009 Historical	2010 Bridge	2011 Test
Total Headcount Year End	70	87	99
Cost (\$ millions)	0.3	1.1	1.0
Total Payroll and Other Costs	1.5	3.1	4.6