

## **UNDERTAKING J8.6**

### **Undertaking**

To provide OPG's best estimate of impact of adjusting labour costs to the 75th percentile or to the 50th percentile.

### **Response**

The attached table provides the difference between OPG average salaries for represented staff and the 75<sup>th</sup> and 50<sup>th</sup> percentiles from the information provided by Towers Perrin based on their 2009 survey. The information in the chart below represents only 28% of the incumbents in union-represented jobs in OPG's regulated businesses (2804 staff out of 10003 incumbents). OPG does not have information that would allow it to calculate the difference between existing average salaries and the 75<sup>th</sup> or 50<sup>th</sup> percentile for the remainder of its represented incumbents.

In order to get to the 75<sup>th</sup> percentile for these occupations approximately \$16M would need to be removed from the payroll. To move to the 50<sup>th</sup> percentile for these occupations would require removing approximately \$37.7M from the payroll.

Two occupations (9 incumbents) have been removed from the list because the jurisdiction of these occupations has changed to Management since the survey was conducted.

The following table indicates the differences between OPG average salaries and the 75<sup>th</sup> and 50<sup>th</sup> percentiles from the information provided by Towers Perrin based on their 2009 survey.

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Job Title	Representation	Count Of Employee Number	OPG Salary Variance from 75 <sup>th</sup> Percentile	OPG Average to 75 <sup>th</sup> (Total Cost)	OPG Salary Variance from 50 <sup>th</sup> Percentile	OPG Average to 50 <sup>th</sup> (Total Cost)
Operation Technician - Senior	PWU	336	-13%	\$ 3,903,388.26	2%	\$ (464,947.74)
Operating Technician - Entry	PWU	166	-14%	\$ 1,295,125.08	-3%	\$ 270,407.08
Senior Business Developer	Society	5	-16%	\$ 95,252.42	2%	\$ (11,062.58)
Project Financial Analyst - Senior	Society	25	-5%	\$ 135,072.05	2%	\$ (64,077.95)
Project Financial Analyst - Fully Qualified	Society	18	-10%	\$ 142,576.25	1%	\$ (8,659.75)
Engineer - Specialist or Group Leader	Society	19	10%	\$ (221,077.94)	15%	\$ (322,993.94)
Engineer - Fully Qualified	Society	684	15%	\$ (10,446,487.40)	21%	\$ (14,413,003.40)
Engineer - Developmental	Society	140	18%	\$ (2,213,733.43)	22%	\$ (2,722,493.43)
Engineer - Entry	Society	205	14%	\$ (2,234,514.30)	20%	\$ (3,154,759.30)
Technologist - Advanced Specialist or Supervisor	Society	1	11%	\$ (13,069.34)	15%	\$ (17,302.34)
Technologist - Fully Qualified	PWU	327	8%	\$ (2,239,363.90)	17%	\$ (4,880,869.90)
Technologist - Developmental	PWU	4	5%	\$ (15,057.81)	16%	\$ (46,269.81)
Technologist - Entry	PWU	31	12%	\$ (269,434.81)	25%	\$ (544,342.81)
Senior Daily Trader/Power Trader	Society	6	15%	\$ (121,029.95)	29%	\$ (237,111.95)
Environment - Fully Qualified	Society	1	24%	\$ (25,177.51)	35%	\$ (36,090.51)
Industrial Nurse	Society	17	-7%	\$ 104,508.04	-3%	\$ 42,815.04
Safety - Advanced Specialist or Supervisor	Society	14	4%	\$ (54,916.74)	11%	\$ (164,704.74)
Safety - Specialist or Group Leader	Society	1	18%	\$ (20,957.31)	20%	\$ (24,153.31)
Puchasing Supervisor	Society	1	14%	\$ (16,765.09)	17%	\$ (20,380.09)
Junior Buyer	PWU	48	3%	\$ (103,472.23)	23%	\$ (779,792.23)
Fleet Manager	Society	1	2%	\$ (2,072.04)	10%	\$ (11,188.04)
Regulatory Analyst - Specialist or Group Leader	Society	3	9%	\$ (31,427.51)	17%	\$ (61,688.51)
Regulatory Analyst - Fully Qualified	Society	2	4%	\$ (7,894.79)	5%	\$ (10,658.79)
Warehouse Supervisor	Society	10	16%	\$ (189,269.97)	30%	\$ (354,969.97)
Maintenance Supervisor	Society	196	12%	\$ (2,758,736.69)	21%	\$ (4,867,500.69)
Maintenance Techician - Dual Trade	PWU	429	-1%	\$ 203,645.03	7%	\$ (2,667,651.97)
Maintenance Planner	Society	23	19%	\$ (512,173.55)	38%	\$ (1,038,597.55)
Labourer	PWU	91	11%	\$ (549,639.64)	21%	\$ (1,058,875.64)
		<b>2804</b>		<b>\$ (16,166,704.82)</b>		<b>\$ (37,670,924.82)</b>

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