



December 1, 2017

Ms. Kirsten Walli
Board Secretary
Ontario Energy Board
27th Floor/ P.O. Box 2319
2300 Yonge St.
Toronto, ON M4P 1E4

Dear Ms. Walli:

**Re: Z-Factor Application – Pay Equity Settlement Agreement,
Halton Hills Hydro Inc.**

Halton Hills Hydro Inc. (“HHHI”) is filing a Z-Factor application for recovery of costs associated with the Pay Equity Settlement Agreement between HHHI and Power Worker’s Union, CUPE Local 1000. HHHI is submitting its Z-Factor Application in accordance with all directives and guidelines issued by the Board, including the notification of the Ontario Energy Board by means of a Letter of Intent to file a Z-Factor application, dated June 29, 2017. HHHI is requesting an effective date of May 1, 2018 for the implementation of the Proposed Z-Factor – Pay Equity Rate Riders.

A copy of the Application has been filed through the Web Portal and two (2) hardcopies will be couriered to the Ontario Energy Board offices.

By copy of this letter and application, we are advising the intervenors in our last re-basing proceeding.

In the event of any additional information, questions or concerns, please contact David Smelsky, Chief Financial Officer, at dsmelsky@haltonhillshydro.com or (519) 853-3700 extension 208, or Tracy Rehberg-Rawlingson, Regulatory Affairs Officer, at tracyr@haltonhillshydro.com or (519) 853-3700 extension 257.

Sincerely,

(Original signed)

David J. Smelsky, CPA, CMA
Chief Financial Officer, HHHI

Cc: Arthur A. Skidmore, President & CEO, HHHI
R. King, Osler, Hoskin & Harcourt LLP
R. Baichan, Controller, HHHI
T. Rehberg-Rawlingson, Regulatory Affairs Officer, HHHI
Intervenors in EB-2015-0074

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IN THE MATTER OF the *Ontario Energy Board Act, 1998*, as amended, being Schedule B to the *Energy Competition Act, 1998*, S.O. 1998, c.15;

AND IN THE MATTER OF an Application by Halton Hills Hydro Inc. to the Ontario Energy Board for an Order or Orders approving the recovery of amounts related to the Pay Equity Settlement Agreement between Halton Hills Hydro Inc. and Power Worker's Union, CUPE Local 1000.

HALTON HILLS HYDRO INC. ("HHHI")

**APPLICATION FOR APPROVAL OF A Z-FACTOR RATE RIDER FOR RECOVERY OF PAY EQUITY
SETTLEMENT AGREEMENT**

Filed: December 1, 2017

David J. Smelsky, CPA, CMA
Chief Financial Officer
Halton Hills Hydro Inc.
43 Alice St
Halton Hills (Acton), Ontario
L7J 2A9

Tel: (519) 853-3700 extension 208

dsmelsky@haltonhillshydro.com

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1 known up to and including November 30, 2017. Forecasted costs from December 1, 2017 to April 30, 2021
2 are based on budgeted hours of work, excluding any overtime.

3 1.8 HHHI submits that the Pay Equity Agreement meets the Z-Factor Eligibility Criteria as set out in Section 2.6
4 of the Board's Report on 3rd Generation Incentive Regulation for Ontario's Electricity Distributors issued
5 July 14, 2008 ("3rd GIRM Report") and Chapter 3 of the Filing Requirements for Electricity Distribution Rate
6 Applications, Section 3.2.2, issued July 20, 2017 (the "Filing Requirements").

7 1.9 Furthermore, HHHI's materiality threshold is \$50,000 based on HHHI's distribution revenue requirement of
8 \$9,953,991 as approved in HHHI's 2016 Electricity Distribution Cost of Service Rate Application, EB-2015-
9 0074, and as defined by the OEB for an applicant with a distribution revenue requirement under \$10,000,000.

10 1.10 HHHI submits that all costs are verifiable based on the Agreement and Collective Bargaining contracts from
11 2012 to 2020. Detailed calculations by position and year are shown in Appendix E.

12
13 **2. Factual Basis for this Application:**

14 2.1 The original HHHI's Pay Equity Plan was established on August 9, 1990 and submitted to the Pay Equity
15 Commission on August 13, 1990 as shown at Appendix C.

16 2.2 HHHI's Pay Equity Committee, consisting of HHHI Management and Union members, conducted annual
17 reviews of the Pay Equity Plan each year commencing 1991.

18 2.3 As part of the on-going maintenance of the Pay Equity Plan, HHHI's Pay Equity Committee reviewed the
19 pay of male and female job classes in the bargaining unit collective agreement to determine if any pay equity
20 adjustments need to be administered.

21 2.4 During 2012, HHHI's Pay Equity Committee established a "Terms of Reference", (shown as Appendix D),
22 to create a work environment that promotes equality and fairness for all jobs, is sensitive to issues around
23 gender bias and the undervaluing of female job classes, through policy and administration that is seen as
24 necessary, effective and fair, in accordance with Ontario's pay equity legislation. The Terms of Reference
25 were signed February 13, 2013.

26 2.5 In October 2014 the Government of Ontario issued a mandate to Ontario employers requiring each
27 employer to develop a strategy to further close the wage gap. Employers and Unions were responsible for
28 identifying wage gap(s) and empowered to negotiate a reasonable settlement. The legislation was mandatory –
29 although the *Pay Equity Act* ("PEA") provided employers with little guidance as to process and timing

30 2.6 Under the PEA, there is no statute of limitation. The Union's original position was to calculate pay equity
31 adjustments going back to 1997. Through negotiations and arbitration, HHHI's Pay Equity Committee and

1 the Union agreed to complete pay equity maintenance adjustments starting in 2012, coinciding with the
2 removal of certain vacant male positions within the collective agreement. Specifically, the position of
3 Custodian, vacant since 2002, whose relevance was that as a male comparator for purposes of pay equity
4 maintenance, was removed. The immediate effect of the removal of the Custodian job class is the removal
5 for 2012, 2013, 2014, 2015 and beyond of the direct job-to-job comparator for the Clerk Cashier job class.
6 The Clerk Cashier job class is the sole female job class in Band C and is in fact the only job class assigned to
7 Band C.

8 2.7 In February 2017, as part of an arbitration settlement process, HHHI's pay equity adjustments were finalized
9 via an agreement (the "Agreement") between HHHI and its Union. This was the conclusion of an issue that
10 spanned five (5) years of consideration. It should be noted that the adjustments were finalized seventeen (17)
11 months after HHHI's 2016 Cost of Service application was filed.

12 2.8 The Agreement stated that:

- 13 i. The positions that were to be adjusted included Customer Service Representatives, the Dispatch
14 Clerk, the Engineering Clerk and the Clerk/Cashier.
- 15 ii. The first tranche of adjustments would be paid by March 31, 2017.
- 16 iii. The first tranche of adjustments would include all affected employees for the years 2012, 2013 and
17 2014.
- 18 iv. The first tranche of adjustments would also include the full amounts due to affected employees who
19 had retired between 2012 and present.
- 20 v. The second tranche of adjustments would be paid by March 31, 2018.
- 21 vi. The second tranche of adjustments would include all affected employees for the years 2015 and
22 2016.
- 23 vii. All adjustments would be based on actual hours worked and the incumbent's positioning within the
24 salary wage grid.
- 25 viii. All pay equity payments are considered contributable earnings for purposes of OMERS and other
26 statutory deductions.

27 2.9 It was agreed that the Pay Equity Committee would post a Pay Equity Maintenance Plan every two (2) years
28 beginning in 2019.

29 2.10 The Pay Equity Committee will gather job data to be reviewed and rated in 2018 with the analysis to be
30 completed by March 31, 2019. The same type of analysis will be completed every two (2) years thereafter.

1 2.11 On June 29, 2017, HHHI filed a Notice of Intent to file a Z-Factor Application in relation to the Agreement.

2

3 **3. Filing Guidelines and Eligibility Criteria**

4 3.1 A Z-Factor Adjustment has been incorporated into the Board's rate setting process as a mechanism to
5 address unforeseen or extraordinary events outside of management's control. The 3rd GIRM Report and
6 Supplemental 3rd GIRM Report requires distributors to report Z-factor events promptly to the OEB. Z-
7 Factor events must meet three criteria (causation, materiality and prudence) in order to be eligible for a Z-
8 Factor Adjustment. These requirements are discussed in further detail below.

9

10 **Notice of Z-Factor Application**

11 3.2 HHHI provided a notice to the OEB on June 29, 2017, advising of HHHI's intention to file a Z-Factor
12 Application for the recovery of costs relating to pay equity adjustments based on the Agreement between
13 HHHI and the Union.

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15 **Eligibility Criteria**

16 3.3 Section 2.6 of the 3rd GIRM Report and the Filing Requirements, specifically section 3.2.2, set out the Z-
17 Factor Eligibility Criteria as follows:

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Criteria	Description
Causation	Amounts should be directly related to the Z-factor event. The amount must be clearly outside of the base upon which rates were derived.
Materiality	The amounts must exceed the Board-defined materiality threshold and have a significant influence on the operation of the distributor; otherwise they should be expensed in the normal course and addressed through organizational productivity improvements.
Prudence	The amount must have been prudently incurred. This means that the distributor's decision to incur the amount must represent the most cost-effective option (not necessarily least initial cost) for ratepayers.

1 3.4 HHHI addresses these three (3) criteria as follows:

2 • **Causation:**

3 3.5 In October 2014 the Government of Ontario issued a mandate to Ontario employers requiring each
4 employer to develop a strategy to further close the wage gap. Employers and Unions were responsible for
5 identifying wage gap(s) and empowered to negotiate a reasonable settlement. The legislation was mandatory –
6 although the PEA provided employers with little guidance as to process and timing.

7 3.6 Under the PEA, there is no statute of limitations. The Union's original position was to calculate pay equity
8 adjustments going back to 1997. Through negotiations and arbitration, HHHI's Pay Equity Committee and
9 the Union agreed to complete pay equity maintenance adjustments starting in 2012 with the agreement that
10 the Custodian position is a direct Male Comparator in Band C and that no pay equity adjustments apply prior
11 to 2012.

12 3.7 The pay equity process was finalized in February 2017.

13 3.8 Compliance with the PEA was mandatory, and involved incurring costs that could not be avoided.

14 3.9 The timing of the Government of Ontario's pay equity legislation, HHHI's discussion with its Union, and the
15 work on HHHI's last re-basing are critical to understanding why HHHI was not in any position to include
16 pay equity adjustments in its last re-basing application.

17 3.10 HHHI began preparing for its last cost-of-service rate application in September 2014, and filed its application
18 on August 28, 2015. Work on the application, therefore, began thirty (30) months before finalization of its
19 pay equity process. By the time the cost-of-service application was filed, HHHI did not have any defensible
20 number (amount) to include for pay equity adjustments in HHHI's requested revenue requirement. HHHI
21 also had no clear idea as to when the negotiation/arbitration process would be complete, so HHHI could not
22 have included any of the amounts now being requested in this Z-factor application in its previous cost-of-
23 service application.

24 3.11 At the time of HHHI's 2016 Cost of Service Application, HHHI and the Union were still in discussions
25 about the adjustment window and male comparitors to be used for adjustment calculations. HHHI did not
26 know how long the negotiations would continue, nor did HHHI have any certainty of the financial impact on
27 HHHI. Given the uncertainty, a decision was made to not include an estimated pay equity amount in
28 HHHI's applied-for OM&A costs. As such, no pay equity adjustments, nor any continuing OM&A costs
29 related to a settlement, were included in HHHI's last re-basing application.

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1 • **Materiality**

2 3.12 HHHI's materiality threshold is \$50,000 based on HHHI's distribution revenue requirement of \$9,953,991 as
3 approved in HHHI's 2016 Electricity Distribution Cost of Service Rate Application, EB-2015-0074, and as
4 defined by the OEB for an applicant with a distribution revenue requirement under \$10,000,000. HHHI is
5 applying for recovery of \$258,348 plus carrying costs in the amount of \$2,902 for a total Z-Factor Claim of
6 \$261,251 for OM&A costs, including OMERS, relating to pay equity adjustments based on the Agreement.
7 This recovery amount meets the materiality threshold of \$50,000.

8 • **Prudence**

9 3.13 HHHI and the Union agree to the vision of creating a work environment that promotes equality and fairness
10 for all jobs, with sensitivity to issues around gender bias and the undervaluing of female job classes, through
11 policy and administration that is seen as necessary, effective and fair and, in accordance with the required
12 PEA.

13 3.14 As per the PEA, HHHI and the Union began discussions in 2012 to evaluate positions and come to an
14 agreement on a Terms of Reference, eligible positions, position data collection, adjustment window and male
15 comparitors. As noted above, this process took five (5) years, finally concluding in February 2017 (seventeen
16 (17) months after HHHI's 2016 Cost of Service was filed).

17 3.15 In order to be considered a prudent expenditure, an electricity distributor's decision to incur an amount must
18 represent the most cost-effective option for ratepayers. At the time of filing its cost-of-service application,
19 HHHI did not believe it possible, nor fair, to ratepayers to include an estimated pay equity adjustment
20 amount into HHHI's requested OM&A as the parties were still very far apart on an agreement and the
21 impact could not be reasonably determined. HHHI decided that customers should not incur a cost for the
22 pay equity settlement until such time as an agreement was in place and the full impact could be determined
23 accurately. The bringing forward of this Z-factor application represents the fairest, most prudent approach to
24 recovery of these costs – providing cost certainty to ratepayers, and fairness to the utility.

25

26 **4 Summary of Costs**

27 4.1 HHHI is applying for recovery of \$258,348 plus carrying costs in the amount of \$2,902 for a total Z-Factor
28 Claim of \$261,251 for OM&A costs (including OMERS) including adjustments for the period January 1,
29 2012 to December 31, 2016, incremental costs for the period January 1, 2017 to December 31, 2017 and
30 projected incremental costs for the period January 1, 2018 to April 30, 2021. The detailed calculation by year
31 and position of the requested recovery amounts is show in Appendix E.

32 4.2 Table PE1 summarizes the adjustments and carrying charges related to the Agreement.

Table PE1 - Summary of Pay Equity Agreement Costs

Year	Pay Equity Adjustments	OMERs Adjustments	Pay Equity Advisory Expense	Carrying Charges	Total
2012-2014	64,003	9,586			73,589
2015	24,125	3,128			27,254
2016	19,585	2,826	26,109		48,520
Sub-total	107,713	15,540	26,109	-	149,362
2017	18,415	2,689	9,848	1,987	32,939
Sub-total end of 2017	126,129	18,229	35,957	1,987	182,301
2018*	19,756	2,884		916	23,556
2019*	21,320	3,113			24,433
2020*	21,613	3,155			24,768
2021*^	5,403	789			6,192
Total	194,221	28,170	35,957	2,902	261,251

* Forecasted

^ January 1, 2021 to April 30, 2021 only

4.3 Table PE2 shows the detailed carrying charge calculations to April 30, 2018.

Table PE2 - Summary of Projected Carrying Charges to April 30, 2018

Year	Month	Opening Principle Balance	2012 to 2016 Pay Equity Adjustments	2012 to 2016 Pay Equity OMERs Adjustments	Pay Equity Advisory Expense	Reversal of 2016 Pay Equity Accrual	Incremental Pay Equity Adjustments	Closing Principle Balance	Interest Rate	Carrying Charges
2016*	December		107,000					107,000		
2017	January	107,000	107,713	15,540	35,957	(107,000)	1,759	160,969	1.10%	98
2017	February	160,969					1,759	162,728	1.10%	148
2017	March	162,728					1,759	164,486	1.10%	149
2017	April	164,486					1,759	166,245	1.10%	151
2017	May	166,245					1,759	168,004	1.10%	152
2017	June	168,004					1,759	169,763	1.10%	154
2017	July	169,763					1,759	171,521	1.10%	156
2017	August	171,521					1,759	173,280	1.10%	157
2017	September	173,280					1,759	175,039	1.10%	159
2017	October	175,039					1,759	176,797	1.50%	219
2017	November	176,797					1,759	178,556	1.50%	221
2017	December	178,556					1,759	180,315	1.50%	223
2017	Sub-total							180,315		1,987
2018	January	180,315					1,887	182,201	1.50%	225
2018	February	182,201					1,887	184,088	1.50%	228
2018	March	184,088					1,887	185,975	1.50%	230
2018	April	185,975					1,887	187,861	1.50%	232
Total								187,861		2,902

* December 31, 2016 USoA 1572 estimated accrual

1 **5. Z-Factor Rate Rider**

2 5.1 The Z-Factor Fixed Rate Rider was calculated by applying the revenue requirement allocations from HHHI’s
3 2016 Cost of Service Application to the total Z-Factor Claim of \$261,251. The costs allocated to each class
4 were divided by the number of customers in each class as at October 31, 2017 and further divided by thirty-
5 six (36) months for the final class specific rate rider.

6 5.2 HHHI is requesting a Fixed Rate Rider only due to the current volatility in consumption and demand.
7 HHHI projects that consumption and demand in 2017 will be approximately eight percent (8%) lower than
8 forecasted in the 2016 Cost of Service application. The usual expectation is to see consumption and demand
9 increase with growth, however, even with total customer number growth, HHHI has seen a decrease in total
10 consumption and demand. In addition, HHHI has seen the departure of two (2) large customers in the
11 General Service 1,000 to 4,999 kW class, thus greatly reducing the demand. Should a variable rate rider be
12 used, it is possible that the amount allocated to this class will not be fully collected, thus resulting in the need
13 for other classes to cross-subsidize to ensure full recovery.

14 5.3 The following Table PE3 sets out the calculation of HHHI’s proposed Z-Factor Fixed Rate Rider per month,
15 per connection and metered customer. HHHI also proposes that the Z-Factor Rate Rider be effective for a
16 period of thirty-six (36) months beginning May 1, 2018 and ending April 30, 2021. The proposed thirty-six
17 (36) month recovery period is to coincide with HHHI’s next Cost of Service Application where the
18 incremental costs will be included in rate base and recovered in distribution rates.

20 **Table PE3 - Proposed Pay Equity Z-Factor Rate Rider**

Customer Class	2016 Cost of Service Approved Revenue Requirement	2016 Cost of Service Approved Revenue Requirement %	Allocation of Pay Equity Recovery Amount	Number of Customers / Connections @ October 31, 2017	Proposed Fixed Rate Rider over 4 Years
Residential	\$ 6,146,082	61.74%	\$ 161,309	20,175	\$ 0.22
General Service less than 50 kW	\$ 1,233,774	12.39%	\$ 32,381	1,790	\$ 0.50
General Service 50 to 999 kW	\$ 1,506,028	15.13%	\$ 39,527	187	\$ 5.87
General Service 1,000 to 4,999 kW	\$ 878,110	8.82%	\$ 23,047	12	\$ 53.35
Sentinel Lighting	\$ 41,173	0.41%	\$ 1,081	172	\$ 0.17
Street Lighting	\$ 130,840	1.31%	\$ 3,434	4,674	\$ 0.02
Un-metered Scattered Load	\$ 17,985	0.18%	\$ 472	151	\$ 0.09
TOTAL	9,953,992	100%	\$ 261,251	27,161	

21
22
23 5.4 HHHI has calculated the total bill impact for a monthly Residential customer using seven hundred fifty (750)
24 kilowatt hours to be 1.12% and for a monthly General Service less than 50kW customer using two thousand

(2,000) kilowatt hours to be 0.67%. HHHI has used the OEB-Approved Tariff of Rates and Charges effective May 1, 2017 in calculating the total bill impacts. A summary of bill impacts are shown in Table PE4. Additional bill impacts are shown in Appendix B.

Table PE4 - Summary of Bill Impacts

Rate Class	Volumes		% Change (Impact) with Depreciation Adjustment	% Change (Impact) with Depreciation and Pay Equity Adjustments	% Change (Impact) from Original 2018 IRM Application
	kWhs	kWs			
Residential - Time of Use	750	-	0.42%	1.12%	1.20%
General Service Less Than 50 kW	2,000	-	-0.02%	0.67%	1.28%
General Service 50 to 999 kW	328,500	500	-1.87%	-1.64%	0.44%
General Service 1,000 to 4,999 kW - Interval Meters	1,600,000	2,500	-2.10%	-1.76%	0.65%
Unmetered Scattered Load	150	-	-0.25%	0.26%	1.01%
Sentinel Lighting	650	1.00	0.12%	0.89%	1.12%
Street Lighting	152,750	252	0.87%	1.32%	0.90%

6. Conclusion

6.1 HHHI is filing a Z-Factor Application for the recovery of costs relating to pay equity adjustments based on the Agreement between HHHI and the Union.

6.2 HHHI submits that the total costs relating to pay equity adjustments based on the Agreement, including carrying charges, in the amount \$261,251 meets the Z-Factor requirements as set out in Section 2.6 of the 3rd GIRM Report and Chapter 3 of the Filing Requirements.

6.3 HHHI has calculated the Pay Equity Z-Factor Rate Rider as a fixed charge based on its reported customer count of connections and metered customers as at October 31, 2017.

6.4 HHHI has calculated the Pay Equity Z-Factor Fixed Rate Rider over a thirty-six (36) month period beginning May 1, 2018 and ending April 30, 2021 to coincide with HHHI's next expected Cost of Service Application.

7. Relief Sought

7.1 HHHI is requesting that pay equity adjustments up to December 31, 2017 in the amount of \$182,301 (\$180,314 Principle and \$1,987 Carrying Charges to December 31, 2017), based on the Agreement and including carrying charges to December 31, 2017, be approved as a Z-Factor Adjustment recorded in USoA 1572 – Extraordinary Event Costs – Z-Factor Pay Equity and be recovered by way of a monthly fixed Rate Rider to be applied to all connections and metered customers from May 1, 2018 and April 30, 2021. Pay

1 equity adjustments estimated in the total amount of \$78,034 for incremental costs from January 1, 2018 to
2 April 30, 2021 will be posted to USoA 1572 monthly.

3 7.2 HHHI is requesting that recovery amounts for the pay equity adjustments be recorded in a sub-account of
4 USofA 1572 identified as USoA 1572 – Extraordinary Event Costs – Z-Factor Pay Equity Recovery (2018).
5 Principle balances and monthly incremental adjustments, less recovery amounts, will be subject to OEB
6 prescribed interest rates applied monthly until true-up and full disposition is approved.

7
8 **8. Form of Hearing Requested**

9 8.1 HHHI requests that this Pay Equity Z-Factor Application be disposed of by way of a written hearing and that it
10 be heard together with (a) HHHI's 2018 IRM Application (EB-2017-0045); and (b) HHHI's application for a
11 Deferral and Variance Account and recoveries in relation to depreciation, filed with the OEB on October 23,
12 2017.

13
14 **9. Certificate of Evidence**

15 9.1 The Certificate of Evidence is shown in Appendix A.
16

17 **Respectfully submitted this 1st day of December, 2017.**
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19 *(Original signed)*
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21 David J. Smelsky, CPA, CMA
22 Chief Financial Officer
23 Halton Hills Hydro Inc.
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Appendix A
Certificate of Evidence

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Appendix B

Bill Impacts

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Customer Class:	RESIDENTIAL SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	750	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 20.28	1	\$ 20.28	\$ 23.64	1	\$ 23.64	\$ 3.36	16.57%
Distribution Volumetric Rate	\$ 0.0068	750	\$ 5.10	\$ 0.0035	750	\$ 2.63	\$ (2.48)	-48.53%
Fixed Rate Riders	\$ -	1	\$ -	\$ 0.22	1	\$ 0.22	\$ 0.22	
Volumetric Rate Riders	\$ -	750	\$ -	\$ -	750	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 25.38			\$ 26.49	\$ 1.11	4.35%
Line Losses on Cost of Power	\$ 0.0822	42	\$ 3.45	\$ 0.0822	42	\$ 3.45	\$ -	0.00%
Total Deferral/Variance Account Rate Riders	-\$ 0.0006	750	\$ (0.45)	\$ -	750	\$ -	\$ 0.45	-100.00%
CBR Class B Rate Riders	\$ -	750	\$ -	-\$ 0.0001	750	\$ (0.08)	\$ (0.08)	
GA Rate Riders	\$ -	750	\$ -	\$ -	750	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0026	750	\$ 1.95	\$ 0.0026	750	\$ 1.95	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ 1.16	1	\$ 1.16	\$ 0.79	1	\$ 0.79	\$ (0.37)	-31.90%
Additional Volumetric Rate Riders (Sheet 18)		750	\$ -	\$ -	750	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 31.49			\$ 32.60	\$ 1.11	3.52%
RTSR - Network	\$ 0.0067	792	\$ 5.31	\$ 0.0068	792	\$ 5.39	\$ 0.08	1.49%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0054	792	\$ 4.28	\$ 0.0054	792	\$ 4.28	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 41.07			\$ 42.26	\$ 1.19	2.90%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	792	\$ 2.85	\$ 0.0036	792	\$ 2.85	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	792	\$ 0.24	\$ 0.0003	792	\$ 0.24	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)								
TOU - Off Peak	\$ 0.0650	488	\$ 31.69	\$ 0.0650	488	\$ 31.69	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	128	\$ 12.11	\$ 0.0950	128	\$ 12.11	\$ -	0.00%
TOU - On Peak	\$ 0.1320	135	\$ 17.82	\$ 0.1320	135	\$ 17.82	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 106.03			\$ 107.22	\$ 1.19	1.12%
HST		13%	\$ 13.78		13%	\$ 13.94	\$ 0.15	1.12%
8% Rebate		8%	\$ (8.48)		8%	\$ (8.58)	\$ (0.10)	
Total Bill on TOU			\$ 111.33			\$ 112.58	\$ 1.25	1.12%

Customer Class:	GENERAL SERVICE LESS THAN 50 kW SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	2,000	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 28.03	1	\$ 28.03	\$ 28.56	1	\$ 28.56	\$ 0.53	1.89%
Distribution Volumetric Rate	\$ 0.0101	2000	\$ 20.20	\$ 0.0103	2000	\$ 20.60	\$ 0.40	1.98%
Fixed Rate Riders	\$ -	1	\$ -	\$ 0.50	1	\$ 0.50	\$ 0.50	
Volumetric Rate Riders	\$ -	2000	\$ -	\$ -	2000	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 48.23			\$ 49.66	\$ 1.43	2.96%
Line Losses on Cost of Power	\$ 0.0822	112	\$ 9.20	\$ 0.0822	112	\$ 9.20	\$ -	0.00%
Total Deferral/Variance Account Rate Riders	-\$ 0.0001	2,000	\$ (0.20)	\$ 0.0001	2,000	\$ 0.20	\$ 0.40	-200.00%
CBR Class B Rate Riders	\$ -	2,000	\$ -	-\$ 0.0001	2,000	\$ (0.20)	\$ (0.20)	
GA Rate Riders	\$ -	2,000	\$ -	\$ -	2,000	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0024	2,000	\$ 4.80	\$ 0.0024	2,000	\$ 4.80	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ 0.79	1	\$ 0.79	\$ 0.79	1	\$ 0.79	\$ -	0.00%
Additional Volumetric Rate Riders (Sheet 18)		2,000	\$ -	\$ -	2,000	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 62.82			\$ 64.45	\$ 1.63	2.59%
RTSR - Network	\$ 0.0059	2,112	\$ 12.46	\$ 0.0060	2,112	\$ 12.67	\$ 0.21	1.69%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0051	2,112	\$ 10.77	\$ 0.0051	2,112	\$ 10.77	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 86.05			\$ 87.90	\$ 1.84	2.14%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	2,112	\$ 7.60	\$ 0.0036	2,112	\$ 7.60	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	2,112	\$ 0.63	\$ 0.0003	2,112	\$ 0.63	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	2,000	\$ 14.00	\$ 0.0070	2,000	\$ 14.00	\$ -	0.00%
TOU - Off Peak	\$ 0.0650	1,300	\$ 84.50	\$ 0.0650	1,300	\$ 84.50	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	340	\$ 32.30	\$ 0.0950	340	\$ 32.30	\$ -	0.00%
TOU - On Peak	\$ 0.1320	360	\$ 47.52	\$ 0.1320	360	\$ 47.52	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 272.86			\$ 274.70	\$ 1.84	0.67%
HST		13%	\$ 35.47		13%	\$ 35.71	\$ 0.24	0.67%
8% Rebate		8%	\$ (21.83)		8%	\$ (21.98)	\$ (0.15)	
Total Bill on TOU			\$ 286.50			\$ 288.44	\$ 1.93	0.67%

Customer Class:	GENERAL SERVICE 50 TO 999 kW SERVICE CLASSIFICATION
RPP / Non-RPP:	Non-RPP (Other)
Consumption	328,500 kWh
Demand	500 kW
Current Loss Factor	1.0560
Proposed/Approved Loss Factor	1.0560

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 85.80	1	\$ 85.80	\$ 87.43	1	\$ 87.43	\$ 1.63	1.90%
Distribution Volumetric Rate	\$ 3.8123	500	\$ 1,906.15	\$ 3.8847	500	\$ 1,942.35	\$ 36.20	1.90%
Fixed Rate Riders	\$ -	1	\$ -	\$ 5.87	1	\$ 5.87	\$ 5.87	
Volumetric Rate Riders	\$ -	500	\$ -	\$ -	500	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 1,991.95			\$ 2,035.65	\$ 43.70	2.19%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate	\$ 0.6900	500	\$ 345.00	-\$ 0.2984	500	\$ (149.20)	\$ (494.20)	-143.25%
Riders Including GA(kW) Rate Riders	\$ -	500	\$ -	-\$ 0.0276	500	\$ (13.80)	\$ (13.80)	
CBR Class B Rate Riders	\$ -	328,500	\$ -	-\$ 0.0010	328,500	\$ (328.50)	\$ (328.50)	
GA Rate Riders	\$ 1.0483	500	\$ 524.15	\$ 1.0483	500	\$ 524.15	\$ -	0.00%
Low Voltage Service Charge	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)	\$ -	500	\$ -	\$ -	500	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 2,861.10			\$ 2,068.30	\$ (792.80)	-27.71%
RTSR - Network	\$ 2.5931	500	\$ 1,296.55	\$ 2.6278	500	\$ 1,313.90	\$ 17.35	1.34%
RTSR - Connection and/or Line and Transformation Connection	\$ 2.1494	500	\$ 1,074.70	\$ 2.1588	500	\$ 1,079.40	\$ 4.70	0.44%
Sub-Total C - Delivery (including Sub-Total B)			\$ 5,232.35			\$ 4,461.60	\$ (770.75)	-14.73%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	346,896	\$ 1,248.83	\$ 0.0036	346,896	\$ 1,248.83	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	346,896	\$ 104.07	\$ 0.0003	346,896	\$ 104.07	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	328,500	\$ 2,299.50	\$ 0.0070	328,500	\$ 2,299.50	\$ -	0.00%
Average IESO Wholesale Market Price	\$ 0.1101	346,896	\$ 38,193.25	\$ 0.1101	346,896	\$ 38,193.25	\$ -	0.00%
Total Bill on Average IESO Wholesale Market Price			\$ 47,078.24			\$ 46,307.49	\$ (770.75)	-1.64%
HST	13%		\$ 6,120.17	13%		\$ 6,019.97	\$ (100.20)	-1.64%
Total Bill on Average IESO Wholesale Market Price			\$ 53,198.42			\$ 52,327.47	\$ (870.95)	-1.64%

Customer Class:	GENERAL SERVICE 1,000 TO 4,999 kW SERVICE CLASSIFICATION
RPP / Non-RPP:	Non-RPP (Other)
Consumption	1,600,000 kWh
Demand	2,500 kW
Current Loss Factor	1.0560
Proposed/Approved Loss Factor	1.0560

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 183.35	1	\$ 183.35	\$ 186.83	1	\$ 186.83	\$ 3.48	1.90%
Distribution Volumetric Rate	\$ 3.4293	2500	\$ 8,573.25	\$ 3.4945	2500	\$ 8,736.25	\$ 163.00	1.90%
Fixed Rate Riders	\$ -	1	\$ -	\$ 53.35	1	\$ 53.35	\$ 53.35	
Volumetric Rate Riders	\$ -	2500	\$ -	\$ -	2500	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 8,756.60			\$ 8,976.43	\$ 219.83	2.51%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate	\$ -	2,500	\$ -	\$ 0.0341	2,500	\$ (85.25)	\$ (85.25)	
Riders Including GA(kW) Rate Riders	\$ 0.5385	2,500	\$ 1,346.25	\$ -0.4021	2,500	\$ (1,005.25)	\$ (2,351.50)	-174.67%
CBR Class B Rate Riders	\$ -	2,500	\$ -	\$ 0.0341	2,500	\$ (85.25)	\$ (85.25)	
GA Rate Riders	\$ -	1,600,000	\$ -	\$ 0.0010	1,600,000	\$ (1,600.00)	\$ (1,600.00)	
Low Voltage Service Charge	\$ 1.0483	2,500	\$ 2,620.75	\$ 1.0483	2,500	\$ 2,620.75	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Account Rate Riders	\$ -	2,500	\$ -	\$ -	2,500	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)	\$ -	2,500	\$ -	\$ -	2,500	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 12,723.60			\$ 8,906.68	\$ (3,816.92)	-30.00%
RTSR - Network	\$ -	2,500	\$ -	\$ -	2,500	\$ -	\$ -	
RTSR - Connection and/or Line and Transformation Connection	\$ -	2,500	\$ -	\$ -	2,500	\$ -	\$ -	
Sub-Total C - Delivery (including Sub-Total B)			\$ 12,723.60			\$ 8,906.68	\$ (3,816.92)	-30.00%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	1,689,600	\$ 6,082.56	\$ 0.0036	1,689,600	\$ 6,082.56	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	1,689,600	\$ 506.88	\$ 0.0003	1,689,600	\$ 506.88	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	1,600,000	\$ 11,200.00	\$ 0.0070	1,600,000	\$ 11,200.00	\$ -	0.00%
Average IESO Wholesale Market Price	\$ 0.1101	1,689,600	\$ 186,024.96	\$ 0.1101	1,689,600	\$ 186,024.96	\$ -	0.00%
Total Bill on Average IESO Wholesale Market Price			\$ 216,538.25			\$ 212,721.33	\$ (3,816.92)	-1.76%
HST		13%	\$ 28,149.97		13%	\$ 27,653.77	\$ (496.20)	-1.76%
Total Bill on Average IESO Wholesale Market Price			\$ 244,688.22			\$ 240,375.10	\$ (4,313.12)	-1.76%

Customer Class: **UNMETERED SCATTERED LOAD SERVICE CLASSIFICATION**

RPP / Non-RPP: **RPP**

Consumption	150	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 7.88		\$ -	\$ 8.03	0	\$ -	\$ -	
Distribution Volumetric Rate	\$ 0.0053	150	\$ 0.80	\$ 0.0054	150	\$ 0.81	\$ 0.02	1.89%
Fixed Rate Riders	\$ -		\$ -	\$ 0.09	0	\$ -	\$ -	
Volumetric Rate Riders	\$ -	150	\$ -	\$ -	150	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 0.80			\$ 0.81	\$ 0.02	1.89%
Line Losses on Cost of Power	\$ 0.0822	8	\$ 0.69	\$ 0.0822	8	\$ 0.69	\$ -	0.00%
Total Deferral/Variance Account Rate Riders	-\$ 0.0002	150	\$ (0.03)	\$ -	150	\$ -	\$ 0.03	-100.00%
CBR Class B Rate Riders	\$ -	150	\$ -	-\$ 0.0001	150	\$ (0.02)	\$ (0.02)	
GA Rate Riders	\$ -	150	\$ -	\$ -	150	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0024	150	\$ 0.36	\$ 0.0024	150	\$ 0.36	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)		150	\$ -	\$ -	150	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 1.82			\$ 1.85	\$ 0.03	1.65%
RTSR - Network	\$ 0.0059	158	\$ 0.93	\$ 0.0060	158	\$ 0.95	\$ 0.02	1.69%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0051	158	\$ 0.81	\$ 0.0051	158	\$ 0.81	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 3.56			\$ 3.60	\$ 0.05	1.29%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	158	\$ 0.57	\$ 0.0036	158	\$ 0.57	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	158	\$ 0.05	\$ 0.0003	158	\$ 0.05	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	150	\$ 1.05	\$ 0.0070	150	\$ 1.05	\$ -	0.00%
TOU - Off Peak	\$ 0.0650	98	\$ 6.34	\$ 0.0650	98	\$ 6.34	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	26	\$ 2.42	\$ 0.0950	26	\$ 2.42	\$ -	0.00%
TOU - On Peak	\$ 0.1320	27	\$ 3.56	\$ 0.1320	27	\$ 3.56	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 17.80			\$ 17.85	\$ 0.05	0.26%
HST	13%		\$ 2.31	13%		\$ 2.32	\$ 0.01	0.26%
Total Bill on TOU			\$ 20.11			\$ 20.17	\$ 0.05	0.26%

Customer Class:	SENTINEL LIGHTING SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	150	kWh
Demand	1	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 9.36		\$ -	\$ 9.54	0	\$ -	\$ -	
Distribution Volumetric Rate	\$ 35.4792	1	\$ 35.48	\$ 36.1533	1	\$ 36.15	\$ 0.67	1.90%
Fixed Rate Riders	\$ -		\$ -	\$ 0.17	0	\$ -	\$ -	
Volumetric Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 35.48			\$ 36.15	\$ 0.67	1.90%
Line Losses on Cost of Power	\$ 0.0822	8	\$ 0.69	\$ 0.0822	8	\$ 0.69	\$ -	0.00%
Total Deferral/Variance Account Rate	\$ 0.4407	1	\$ 0.44	\$ 0.2560	1	\$ 0.26	\$ (0.18)	-41.91%
Riders Including GA(kW) Rate Riders	\$ -	1	\$ -	\$ 0.0298	1	\$ (0.03)	\$ (0.03)	
CBR Class B Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
GA Rate Riders	\$ -	150	\$ -	\$ -	150	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.7547	1	\$ 0.75	\$ 0.7547	1	\$ 0.75	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)		1	\$ -	\$ -	1	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 37.36			\$ 37.82	\$ 0.46	1.23%
RTSR - Network	\$ 1.8500	1	\$ 1.85	\$ 1.8747	1	\$ 1.87	\$ 0.02	1.34%
RTSR - Connection and/or Line and Transformation Connection	\$ 1.5473	1	\$ 1.55	\$ 1.5541	1	\$ 1.55	\$ 0.01	0.44%
Sub-Total C - Delivery (including Sub-Total B)			\$ 40.76			\$ 41.25	\$ 0.49	1.20%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	158	\$ 0.57	\$ 0.0036	158	\$ 0.57	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	158	\$ 0.05	\$ 0.0003	158	\$ 0.05	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	150	\$ 1.05	\$ 0.0070	150	\$ 1.05	\$ -	0.00%
TOU - Off Peak	\$ 0.0650	98	\$ 6.34	\$ 0.0650	98	\$ 6.34	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	26	\$ 2.42	\$ 0.0950	26	\$ 2.42	\$ -	0.00%
TOU - On Peak	\$ 0.1320	27	\$ 3.56	\$ 0.1320	27	\$ 3.56	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 55.00			\$ 55.49	\$ 0.49	0.89%
HST	13%		\$ 7.15	13%		\$ 7.21	\$ 0.06	0.89%
Total Bill on TOU			\$ 62.15			\$ 62.71	\$ 0.55	0.89%

Customer Class:	STREET LIGHTING SERVICE CLASSIFICATION	
RPP / Non-RPP:	Non-RPP (Other)	
Consumption	152,750	kWh
Demand	252	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 2.27		\$ -	\$ 2.31	0	\$ -	\$ -	
Distribution Volumetric Rate	\$ 1.5339	252	\$ 386.54	\$ 1.5630	252	\$ 393.88	\$ 7.33	1.90%
Fixed Rate Riders	\$ -		\$ -	\$ 0.02	0	\$ -	\$ -	
Volumetric Rate Riders	\$ -	252	\$ -	\$ -	252	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 386.54			\$ 393.88	\$ 7.33	1.90%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate Riders Including GA(kW) Rate Riders	-\$ 1.8895	252	\$ (476.15)	-\$ 0.2451	252	\$ (61.77)	\$ 414.39	-87.03%
CBR Class B Rate Riders	\$ -	252	\$ -	\$ 0.0285	252	\$ (7.18)	\$ (7.18)	
GA Rate Riders	\$ -	152,750	\$ -	\$ 0.0010	152,750	\$ (152.75)	\$ (152.75)	
Low Voltage Service Charge	\$ 0.7393	252	\$ 186.30	\$ 0.7393	252	\$ 186.30	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)		252	\$ -	\$ -	252	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 96.69			\$ 358.48	\$ 261.79	270.75%
RTSR - Network	\$ 1.8414	252	\$ 464.03	\$ 1.8660	252	\$ 470.23	\$ 6.20	1.34%
RTSR - Connection and/or Line and Transformation Connection	\$ 1.5157	252	\$ 381.96	\$ 1.5223	252	\$ 383.62	\$ 1.66	0.44%
Sub-Total C - Delivery (including Sub-Total B)			\$ 942.68			\$ 1,212.33	\$ 269.65	28.60%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	161,304	\$ 580.69	\$ 0.0036	161,304	\$ 580.69	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	161,304	\$ 48.39	\$ 0.0003	161,304	\$ 48.39	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	152,750	\$ 1,069.25	\$ 0.0070	152,750	\$ 1,069.25	\$ -	0.00%
Average IESO Wholesale Market Price	\$ 0.1101	161,304	\$ 17,759.57	\$ 0.1101	161,304	\$ 17,759.57	\$ -	0.00%
Total Bill on Average IESO Wholesale Market Price			\$ 20,400.84			\$ 20,670.49	\$ 269.65	1.32%
HST	13%		\$ 2,652.11	13%		\$ 2,687.16	\$ 35.05	1.32%
Total Bill on Average IESO Wholesale Market Price			\$ 23,052.95			\$ 23,357.65	\$ 304.71	1.32%

Customer Class:	RESIDENTIAL SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	220	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 20.28	1	\$ 20.28	\$ 23.64	1	\$ 23.64	\$ 3.36	16.57%
Distribution Volumetric Rate	\$ 0.0068	220	\$ 1.50	\$ 0.0035	220	\$ 0.77	\$ (0.73)	-48.53%
Fixed Rate Riders	\$ -	1	\$ -	\$ 0.22	1	\$ 0.22	\$ 0.22	
Volumetric Rate Riders	\$ -	220	\$ -	\$ -	220	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 21.78			\$ 24.63	\$ 2.85	13.11%
Line Losses on Cost of Power	\$ 0.0822	12	\$ 1.01	\$ 0.0822	12	\$ 1.01	\$ -	0.00%
Total Deferral/Variance Account Rate Riders	-\$ 0.0006	220	\$ (0.13)	\$ -	220	\$ -	\$ 0.13	-100.00%
CBR Class B Rate Riders	\$ -	220	\$ -	-\$ 0.0001	220	\$ (0.02)	\$ (0.02)	
GA Rate Riders	\$ -	220	\$ -	\$ -	220	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0026	220	\$ 0.57	\$ 0.0026	220	\$ 0.57	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ 1.16	1	\$ 1.16	\$ 0.79	1	\$ 0.79	\$ (0.37)	-31.90%
Additional Volumetric Rate Riders (Sheet 18)		220	\$ -	\$ -	220	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 24.39			\$ 26.98	\$ 2.59	10.64%
RTSR - Network	\$ 0.0067	232	\$ 1.56	\$ 0.0068	232	\$ 1.58	\$ 0.02	1.49%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0054	232	\$ 1.25	\$ 0.0054	232	\$ 1.25	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 27.20			\$ 29.82	\$ 2.62	9.62%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	232	\$ 0.84	\$ 0.0036	232	\$ 0.84	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	232	\$ 0.07	\$ 0.0003	232	\$ 0.07	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)								
TOU - Off Peak	\$ 0.0650	143	\$ 9.30	\$ 0.0650	143	\$ 9.30	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	37	\$ 3.55	\$ 0.0950	37	\$ 3.55	\$ -	0.00%
TOU - On Peak	\$ 0.1320	40	\$ 5.23	\$ 0.1320	40	\$ 5.23	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 46.43			\$ 49.05	\$ 2.62	5.64%
HST		13%	\$ 6.04		13%	\$ 6.38	\$ 0.34	5.64%
8% Rebate		8%	\$ (3.71)		8%	\$ (3.92)	\$ (0.21)	
Total Bill on TOU			\$ 48.75			\$ 51.50	\$ 2.75	5.64%

Customer Class:	RESIDENTIAL SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	1,000	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 20.28	1	\$ 20.28	\$ 23.64	1	\$ 23.64	\$ 3.36	16.57%
Distribution Volumetric Rate	\$ 0.0068	1000	\$ 6.80	\$ 0.0035	1000	\$ 3.50	\$ (3.30)	-48.53%
Fixed Rate Riders	\$ -	1	\$ -	\$ 0.22	1	\$ 0.22	\$ 0.22	
Volumetric Rate Riders	\$ -	1000	\$ -	\$ -	1000	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 27.08			\$ 27.36	\$ 0.28	1.03%
Line Losses on Cost of Power	\$ 0.0822	56	\$ 4.60	\$ 0.0822	56	\$ 4.60	\$ -	0.00%
Total Deferral/Variance Account Rate Riders	-\$ 0.0006	1,000	\$ (0.60)	\$ -	1,000	\$ -	\$ 0.60	-100.00%
CBR Class B Rate Riders	\$ -	1,000	\$ -	-\$ 0.0001	1,000	\$ (0.10)	\$ (0.10)	
GA Rate Riders	\$ -	1,000	\$ -	\$ -	1,000	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0026	1,000	\$ 2.60	\$ 0.0026	1,000	\$ 2.60	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ 1.16	1	\$ 1.16	\$ 0.79	1	\$ 0.79	\$ (0.37)	-31.90%
Additional Volumetric Rate Riders (Sheet 18)		1,000	\$ -	\$ -	1,000	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 34.84			\$ 35.25	\$ 0.41	1.18%
RTSR - Network	\$ 0.0067	1,056	\$ 7.08	\$ 0.0068	1,056	\$ 7.18	\$ 0.11	1.49%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0054	1,056	\$ 5.70	\$ 0.0054	1,056	\$ 5.70	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 47.62			\$ 48.13	\$ 0.52	1.08%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	1,056	\$ 3.80	\$ 0.0036	1,056	\$ 3.80	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	1,056	\$ 0.32	\$ 0.0003	1,056	\$ 0.32	\$ -	0.00%
Standard Supply Service Charge Debt Retirement Charge (DRC)	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
TOU - Off Peak	\$ 0.0650	650	\$ 42.25	\$ 0.0650	650	\$ 42.25	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	170	\$ 16.15	\$ 0.0950	170	\$ 16.15	\$ -	0.00%
TOU - On Peak	\$ 0.1320	180	\$ 23.76	\$ 0.1320	180	\$ 23.76	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 134.15			\$ 134.66	\$ 0.52	0.38%
HST		13%	\$ 17.44		13%	\$ 17.51	\$ 0.07	0.38%
8% Rebate		8%	\$ (10.73)		8%	\$ (10.77)	\$ (0.04)	
Total Bill on TOU			\$ 140.85			\$ 141.40	\$ 0.54	0.38%

Customer Class:	RESIDENTIAL SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	2,500	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 20.28	1	\$ 20.28	\$ 23.64	1	\$ 23.64	\$ 3.36	16.57%
Distribution Volumetric Rate	\$ 0.0068	2500	\$ 17.00	\$ 0.0035	2500	\$ 8.75	\$ (8.25)	-48.53%
Fixed Rate Riders	\$ -	1	\$ -	\$ 0.22	1	\$ 0.22	\$ 0.22	
Volumetric Rate Riders	\$ -	2500	\$ -	\$ -	2500	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 37.28			\$ 32.61	\$ (4.67)	-12.53%
Line Losses on Cost of Power	\$ 0.0822	140	\$ 11.50	\$ 0.0822	140	\$ 11.50	\$ -	0.00%
Total Deferral/Variance Account Rate Riders	-\$ 0.0006	2,500	\$ (1.50)	\$ -	2,500	\$ -	\$ 1.50	-100.00%
CBR Class B Rate Riders	\$ -	2,500	\$ -	-\$ 0.0001	2,500	\$ (0.25)	\$ (0.25)	
GA Rate Riders	\$ -	2,500	\$ -	\$ -	2,500	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0026	2,500	\$ 6.50	\$ 0.0026	2,500	\$ 6.50	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ 1.16	1	\$ 1.16	\$ 0.79	1	\$ 0.79	\$ (0.37)	-31.90%
Additional Volumetric Rate Riders (Sheet 18)		2,500	\$ -	\$ -	2,500	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 54.94			\$ 51.15	\$ (3.79)	-6.90%
RTSR - Network	\$ 0.0067	2,640	\$ 17.69	\$ 0.0068	2,640	\$ 17.95	\$ 0.26	1.49%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0054	2,640	\$ 14.26	\$ 0.0054	2,640	\$ 14.26	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 86.89			\$ 83.36	\$ (3.53)	-4.06%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	2,640	\$ 9.50	\$ 0.0036	2,640	\$ 9.50	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	2,640	\$ 0.79	\$ 0.0003	2,640	\$ 0.79	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)								
TOU - Off Peak	\$ 0.0650	1,625	\$ 105.63	\$ 0.0650	1,625	\$ 105.63	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	425	\$ 40.38	\$ 0.0950	425	\$ 40.38	\$ -	0.00%
TOU - On Peak	\$ 0.1320	450	\$ 59.40	\$ 0.1320	450	\$ 59.40	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 302.83			\$ 299.31	\$ (3.53)	-1.16%
HST		13%	\$ 39.37		13%	\$ 38.91	\$ (0.46)	-1.16%
8% Rebate		8%	\$ (24.23)		8%	\$ (23.94)	\$ 0.28	
Total Bill on TOU			\$ 317.97			\$ 314.27	\$ (3.70)	-1.16%

Customer Class:	GENERAL SERVICE LESS THAN 50 kW SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	500	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 28.03	1	\$ 28.03	\$ 28.56	1	\$ 28.56	\$ 0.53	1.89%
Distribution Volumetric Rate	\$ 0.0101	500	\$ 5.05	\$ 0.0103	500	\$ 5.15	\$ 0.10	1.98%
Fixed Rate Riders	\$ -	1	\$ -	\$ 0.50	1	\$ 0.50	\$ 0.50	
Volumetric Rate Riders	\$ -	500	\$ -	\$ -	500	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 33.08			\$ 34.21	\$ 1.13	3.42%
Line Losses on Cost of Power	\$ 0.0822	28	\$ 2.30	\$ 0.0822	28	\$ 2.30	\$ -	0.00%
Total Deferral/Variance Account Rate Riders	-\$ 0.0001	500	\$ (0.05)	\$ 0.0001	500	\$ 0.05	\$ 0.10	-200.00%
CBR Class B Rate Riders	\$ -	500	\$ -	-\$ 0.0001	500	\$ (0.05)	\$ (0.05)	
GA Rate Riders	\$ -	500	\$ -	\$ -	500	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0024	500	\$ 1.20	\$ 0.0024	500	\$ 1.20	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ 0.79	1	\$ 0.79	\$ 0.79	1	\$ 0.79	\$ -	0.00%
Additional Volumetric Rate Riders (Sheet 18)		500	\$ -	\$ -	500	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 37.32			\$ 38.50	\$ 1.18	3.16%
RTSR - Network	\$ 0.0059	528	\$ 3.12	\$ 0.0060	528	\$ 3.17	\$ 0.05	1.69%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0051	528	\$ 2.69	\$ 0.0051	528	\$ 2.69	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 43.13			\$ 44.36	\$ 1.23	2.86%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	528	\$ 1.90	\$ 0.0036	528	\$ 1.90	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	528	\$ 0.16	\$ 0.0003	528	\$ 0.16	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	500	\$ 3.50	\$ 0.0070	500	\$ 3.50	\$ -	0.00%
TOU - Off Peak	\$ 0.0650	325	\$ 21.13	\$ 0.0650	325	\$ 21.13	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	85	\$ 8.08	\$ 0.0950	85	\$ 8.08	\$ -	0.00%
TOU - On Peak	\$ 0.1320	90	\$ 11.88	\$ 0.1320	90	\$ 11.88	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 90.02			\$ 91.25	\$ 1.23	1.37%
HST		13%	\$ 11.70		13%	\$ 11.86	\$ 0.16	1.37%
8% Rebate		8%	\$ (7.20)		8%	\$ (7.30)	\$ (0.10)	
Total Bill on TOU			\$ 94.52			\$ 95.81	\$ 1.29	1.37%

Customer Class:	GENERAL SERVICE LESS THAN 50 kW SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	5,000	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 28.03	1	\$ 28.03	\$ 28.56	1	\$ 28.56	\$ 0.53	1.89%
Distribution Volumetric Rate	\$ 0.0101	5000	\$ 50.50	\$ 0.0103	5000	\$ 51.50	\$ 1.00	1.98%
Fixed Rate Riders	\$ -	1	\$ -	\$ 0.50	1	\$ 0.50	\$ 0.50	
Volumetric Rate Riders	\$ -	5000	\$ -	\$ -	5000	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 78.53			\$ 80.56	\$ 2.03	2.58%
Line Losses on Cost of Power	\$ 0.0822	280	\$ 23.00	\$ 0.0822	280	\$ 23.00	\$ -	0.00%
Total Deferral/Variance Account Rate Riders	-\$ 0.0001	5,000	\$ (0.50)	\$ 0.0001	5,000	\$ 0.50	\$ 1.00	-200.00%
CBR Class B Rate Riders	\$ -	5,000	\$ -	-\$ 0.0001	5,000	\$ (0.50)	\$ (0.50)	
GA Rate Riders	\$ -	5,000	\$ -	\$ -	5,000	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0024	5,000	\$ 12.00	\$ 0.0024	5,000	\$ 12.00	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ 0.79	1	\$ 0.79	\$ 0.79	1	\$ 0.79	\$ -	0.00%
Additional Volumetric Rate Riders (Sheet 18)		5,000	\$ -	\$ -	5,000	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 113.82			\$ 116.35	\$ 2.53	2.22%
RTSR - Network	\$ 0.0059	5,280	\$ 31.15	\$ 0.0060	5,280	\$ 31.68	\$ 0.53	1.69%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0051	5,280	\$ 26.93	\$ 0.0051	5,280	\$ 26.93	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 171.90			\$ 174.96	\$ 3.06	1.78%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	5,280	\$ 19.01	\$ 0.0036	5,280	\$ 19.01	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	5,280	\$ 1.58	\$ 0.0003	5,280	\$ 1.58	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	5,000	\$ 35.00	\$ 0.0070	5,000	\$ 35.00	\$ -	0.00%
TOU - Off Peak	\$ 0.0650	3,250	\$ 211.25	\$ 0.0650	3,250	\$ 211.25	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	850	\$ 80.75	\$ 0.0950	850	\$ 80.75	\$ -	0.00%
TOU - On Peak	\$ 0.1320	900	\$ 118.80	\$ 0.1320	900	\$ 118.80	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 638.55			\$ 641.60	\$ 3.06	0.48%
HST		13%	\$ 83.01		13%	\$ 83.41	\$ 0.40	0.48%
8% Rebate		8%	\$ (51.08)		8%	\$ (51.33)	\$ (0.24)	
Total Bill on TOU			\$ 670.47			\$ 673.69	\$ 3.21	0.48%

Customer Class:	GENERAL SERVICE LESS THAN 50 kW SERVICE CLASSIFICATION	
RPP / Non-RPP:	RPP	
Consumption	15,000	kWh
Demand	-	kW
Current Loss Factor	1.0560	
Proposed/Approved Loss Factor	1.0560	

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 28.03	1	\$ 28.03	\$ 28.56	1	\$ 28.56	\$ 0.53	1.89%
Distribution Volumetric Rate	\$ 0.0101	15000	\$ 151.50	\$ 0.0103	15000	\$ 154.50	\$ 3.00	1.98%
Fixed Rate Riders	\$ -	1	\$ -	\$ 0.50	1	\$ 0.50	\$ 0.50	
Volumetric Rate Riders	\$ -	15000	\$ -	\$ -	15000	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 179.53			\$ 183.56	\$ 4.03	2.24%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate Riders	-\$ 0.0001	15,000	\$ (1.50)	\$ 0.0001	15,000	\$ 1.50	\$ 3.00	-200.00%
CBR Class B Rate Riders	\$ -	15,000	\$ -	-\$ 0.0001	15,000	\$ (1.50)	\$ (1.50)	
GA Rate Riders	\$ -	15,000	\$ -	\$ -	15,000	\$ -	\$ -	
Low Voltage Service Charge	\$ 0.0024	15,000	\$ 36.00	\$ 0.0024	15,000	\$ 36.00	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ 0.79	1	\$ 0.79	\$ 0.79	1	\$ 0.79	\$ -	0.00%
Additional Volumetric Rate Riders (Sheet 18)		15,000	\$ -	\$ -	15,000	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 214.82			\$ 220.35	\$ 5.53	2.57%
RTSR - Network	\$ 0.0059	15,840	\$ 93.46	\$ 0.0060	15,840	\$ 95.04	\$ 1.58	1.69%
RTSR - Connection and/or Line and Transformation Connection	\$ 0.0051	15,840	\$ 80.78	\$ 0.0051	15,840	\$ 80.78	\$ -	0.00%
Sub-Total C - Delivery (including Sub-Total B)			\$ 389.06			\$ 396.17	\$ 7.11	1.83%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	15,840	\$ 57.02	\$ 0.0036	15,840	\$ 57.02	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	15,840	\$ 4.75	\$ 0.0003	15,840	\$ 4.75	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	15,000	\$ 105.00	\$ 0.0070	15,000	\$ 105.00	\$ -	0.00%
TOU - Off Peak	\$ 0.0650	10,296	\$ 669.24	\$ 0.0650	10,296	\$ 669.24	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	2,693	\$ 255.82	\$ 0.0950	2,693	\$ 255.82	\$ -	0.00%
TOU - On Peak	\$ 0.1320	2,851	\$ 376.36	\$ 0.1320	2,851	\$ 376.36	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 1,857.50			\$ 1,864.61	\$ 7.11	0.38%
HST		13%	\$ 241.48		13%	\$ 242.40	\$ 0.92	0.38%
8% Rebate		8%	\$ (148.60)		8%	\$ (149.17)	\$ (0.57)	
Total Bill on TOU			\$ 1,950.38			\$ 1,957.85	\$ 7.47	0.38%

Customer Class:	GENERAL SERVICE 50 TO 999 kW SERVICE CLASSIFICATION
RPP / Non-RPP:	Non-RPP (Other)
Consumption	20,000 kWh
Demand	60 kW
Current Loss Factor	1.0560
Proposed/Approved Loss Factor	1.0560

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 85.80	1	\$ 85.80	\$ 87.43	1	\$ 87.43	\$ 1.63	1.90%
Distribution Volumetric Rate	\$ 3.8123	60	\$ 228.74	\$ 3.8847	60	\$ 233.08	\$ 4.34	1.90%
Fixed Rate Riders	\$ -	1	\$ -	\$ 5.87	1	\$ 5.87	\$ 5.87	
Volumetric Rate Riders	\$ -	60	\$ -	\$ -	60	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 314.54			\$ 326.38	\$ 11.84	3.77%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate Riders Including GA(kW) Rate Riders	\$ 0.6900	60	\$ 41.40	-\$ 0.2984	60	\$ (17.90)	\$ (59.30)	-143.25%
CBR Class B Rate Riders	\$ -	60	\$ -	-\$ 0.0276	60	\$ (1.66)	\$ (1.66)	
GA Rate Riders	\$ -	20,000	\$ -	-\$ 0.0010	20,000	\$ (20.00)	\$ (20.00)	
Low Voltage Service Charge	\$ 1.0483	60	\$ 62.90	\$ 1.0483	60	\$ 62.90	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)		60	\$ -	\$ -	60	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 418.84			\$ 349.72	\$ (69.12)	-16.50%
RTSR - Network	\$ 2.5931	60	\$ 155.59	\$ 2.6278	60	\$ 157.67	\$ 2.08	1.34%
RTSR - Connection and/or Line and Transformation Connection	\$ 2.1494	60	\$ 128.96	\$ 2.1588	60	\$ 129.53	\$ 0.56	0.44%
Sub-Total C - Delivery (including Sub-Total B)			\$ 703.39			\$ 636.92	\$ (66.47)	-9.45%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	21,120	\$ 76.03	\$ 0.0036	21,120	\$ 76.03	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	21,120	\$ 6.34	\$ 0.0003	21,120	\$ 6.34	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	20,000	\$ 140.00	\$ 0.0070	20,000	\$ 140.00	\$ -	0.00%
Average IESO Wholesale Market Price	\$ 0.1101	21,120	\$ 2,325.31	\$ 0.1101	21,120	\$ 2,325.31	\$ -	0.00%
Total Bill on Average IESO Wholesale Market Price			\$ 3,251.32			\$ 3,184.85	\$ (66.47)	-2.04%
HST		13%	\$ 422.67		13%	\$ 414.03	\$ (8.64)	-2.04%
Total Bill on Average IESO Wholesale Market Price			\$ 3,673.99			\$ 3,598.88	\$ (75.11)	-2.04%

Customer Class:	GENERAL SERVICE 50 TO 999 kW SERVICE CLASSIFICATION
RPP / Non-RPP:	Non-RPP (Other)
Consumption	500,000 kWh
Demand	750 kW
Current Loss Factor	1.0560
Proposed/Approved Loss Factor	1.0560

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 85.80	1	\$ 85.80	\$ 87.43	1	\$ 87.43	\$ 1.63	1.90%
Distribution Volumetric Rate	\$ 3.8123	750	\$ 2,859.23	\$ 3.8847	750	\$ 2,913.53	\$ 54.30	1.90%
Fixed Rate Riders	\$ -	1	\$ -	\$ 5.87	1	\$ 5.87	\$ 5.87	
Volumetric Rate Riders	\$ -	750	\$ -	\$ -	750	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 2,945.03			\$ 3,006.83	\$ 61.80	2.10%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate	\$ 0.6900	750	\$ 517.50	-\$ 0.2984	750	\$ (223.80)	\$ (741.30)	-143.25%
Riders Including GA(kW) Rate Riders	\$ -	750	\$ -	-\$ 0.0276	750	\$ (20.70)	\$ (20.70)	
CBR Class B Rate Riders	\$ -	500,000	\$ -	-\$ 0.0010	500,000	\$ (500.00)	\$ (500.00)	
GA Rate Riders	\$ 1.0483	750	\$ 786.23	\$ 1.0483	750	\$ 786.23	\$ -	0.00%
Low Voltage Service Charge	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)	\$ -	750	\$ -	\$ -	750	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 4,248.75			\$ 3,048.55	\$ (1,200.20)	-28.25%
RTSR - Network	\$ 2.5931	750	\$ 1,944.83	\$ 2.6278	750	\$ 1,970.85	\$ 26.03	1.34%
RTSR - Connection and/or Line and Transformation Connection	\$ 2.1494	750	\$ 1,612.05	\$ 2.1588	750	\$ 1,619.10	\$ 7.05	0.44%
Sub-Total C - Delivery (including Sub-Total B)			\$ 7,805.63			\$ 6,638.50	\$ (1,167.13)	-14.95%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	528,000	\$ 1,900.80	\$ 0.0036	528,000	\$ 1,900.80	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	528,000	\$ 158.40	\$ 0.0003	528,000	\$ 158.40	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	500,000	\$ 3,500.00	\$ 0.0070	500,000	\$ 3,500.00	\$ -	0.00%
Average IESO Wholesale Market Price	\$ 0.1101	528,000	\$ 58,132.80	\$ 0.1101	528,000	\$ 58,132.80	\$ -	0.00%
Total Bill on Average IESO Wholesale Market Price			\$ 71,497.88			\$ 70,330.75	\$ (1,167.13)	-1.63%
HST	13%		\$ 9,294.72	13%		\$ 9,143.00	\$ (151.73)	-1.63%
Total Bill on Average IESO Wholesale Market Price			\$ 80,792.60			\$ 79,473.75	\$ (1,318.85)	-1.63%

Customer Class:	GENERAL SERVICE 1,000 TO 4,999 kW SERVICE CLASSIFICATION
RPP / Non-RPP:	Non-RPP (Other)
Consumption	1,000,000 kWh
Demand	2,000 kW
Current Loss Factor	1.0560
Proposed/Approved Loss Factor	1.0560

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 183.35	1	\$ 183.35	\$ 186.83	1	\$ 186.83	\$ 3.48	1.90%
Distribution Volumetric Rate	\$ 3.4293	2000	\$ 6,858.60	\$ 3.4945	2000	\$ 6,989.00	\$ 130.40	1.90%
Fixed Rate Riders	\$ -	1	\$ -	\$ 53.35	1	\$ 53.35	\$ 53.35	
Volumetric Rate Riders	\$ -	2000	\$ -	\$ -	2000	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 7,041.95			\$ 7,229.18	\$ 187.23	2.66%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate Riders Including GA(kW) Rate Riders	\$ 0.5385	2,000	\$ 1,077.00	-\$ 0.4021	2,000	\$ (804.20)	\$ (1,881.20)	-174.67%
CBR Class B Rate Riders	\$ -	2,000	\$ -	-\$ 0.0341	2,000	\$ (68.20)	\$ (68.20)	
GA Rate Riders	\$ -	1,000,000	\$ -	-\$ 0.0010	1,000,000	\$ (1,000.00)	\$ (1,000.00)	
Low Voltage Service Charge	\$ 1.0483	2,000	\$ 2,096.60	\$ 1.0483	2,000	\$ 2,096.60	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)		2,000	\$ -	\$ -	2,000	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 10,215.55			\$ 7,453.38	\$ (2,762.17)	-27.04%
RTSR - Network	\$ -	2,000	\$ -	\$ -	2,000	\$ -	\$ -	
RTSR - Connection and/or Line and Transformation Connection	\$ -	2,000	\$ -	\$ -	2,000	\$ -	\$ -	
Sub-Total C - Delivery (including Sub-Total B)			\$ 10,215.55			\$ 7,453.38	\$ (2,762.17)	-27.04%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	1,056,000	\$ 3,801.60	\$ 0.0036	1,056,000	\$ 3,801.60	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	1,056,000	\$ 316.80	\$ 0.0003	1,056,000	\$ 316.80	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	1,000,000	\$ 7,000.00	\$ 0.0070	1,000,000	\$ 7,000.00	\$ -	0.00%
Average IESO Wholesale Market Price	\$ 0.1101	1,056,000	\$ 116,265.60	\$ 0.1101	1,056,000	\$ 116,265.60	\$ -	0.00%
Total Bill on Average IESO Wholesale Market Price			\$ 137,599.80			\$ 134,837.63	\$ (2,762.17)	-2.01%
HST		13%	\$ 17,887.97		13%	\$ 17,528.89	\$ (359.08)	-2.01%
Total Bill on Average IESO Wholesale Market Price			\$ 155,487.77			\$ 152,366.52	\$ (3,121.25)	-2.01%

Customer Class:	GENERAL SERVICE 1,000 TO 4,999 kW SERVICE CLASSIFICATION
RPP / Non-RPP:	Non-RPP (Other)
Consumption	3,000,000 kWh
Demand	4,000 kW
Current Loss Factor	1.0560
Proposed/Approved Loss Factor	1.0560

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 183.35	1	\$ 183.35	\$ 186.83	1	\$ 186.83	\$ 3.48	1.90%
Distribution Volumetric Rate	\$ 3.4293	4000	\$ 13,717.20	\$ 3.4945	4000	\$ 13,978.00	\$ 260.80	1.90%
Fixed Rate Riders	\$ -	1	\$ -	\$ 53.35	1	\$ 53.35	\$ 53.35	
Volumetric Rate Riders	\$ -	4000	\$ -	\$ -	4000	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 13,900.55			\$ 14,218.18	\$ 317.63	2.29%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate	\$ 0.5385	4,000	\$ 2,154.00	-\$ 0.4021	4,000	\$ (1,608.40)	\$ (3,762.40)	-174.67%
Riders Including GA(kW) Rate Riders	\$ -	4,000	\$ -	-\$ 0.0341	4,000	\$ (136.40)	\$ (136.40)	
CBR Class B Rate Riders	\$ -	3,000,000	\$ -	-\$ 0.0010	3,000,000	\$ (3,000.00)	\$ (3,000.00)	
GA Rate Riders	\$ 1.0483	4,000	\$ 4,193.20	\$ 1.0483	4,000	\$ 4,193.20	\$ -	0.00%
Low Voltage Service Charge	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	4,000	\$ -	\$ -	4,000	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)		4,000	\$ -	\$ -	4,000	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 20,247.75			\$ 13,666.58	\$ (6,581.17)	-32.50%
RTSR - Network	\$ -	4,000	\$ -	\$ -	4,000	\$ -	\$ -	
RTSR - Connection and/or Line and Transformation Connection	\$ -	4,000	\$ -	\$ -	4,000	\$ -	\$ -	
Sub-Total C - Delivery (including Sub-Total B)			\$ 20,247.75			\$ 13,666.58	\$ (6,581.17)	-32.50%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	3,168,000	\$ 11,404.80	\$ 0.0036	3,168,000	\$ 11,404.80	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	3,168,000	\$ 950.40	\$ 0.0003	3,168,000	\$ 950.40	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	3,000,000	\$ 21,000.00	\$ 0.0070	3,000,000	\$ 21,000.00	\$ -	0.00%
Average IESO Wholesale Market Price	\$ 0.1101	3,168,000	\$ 348,796.80	\$ 0.1101	3,168,000	\$ 348,796.80	\$ -	0.00%
Total Bill on Average IESO Wholesale Market Price			\$ 402,400.00			\$ 395,818.83	\$ (6,581.17)	-1.64%
HST	13%		\$ 52,312.00	13%		\$ 51,456.45	\$ (855.55)	-1.64%
Total Bill on Average IESO Wholesale Market Price			\$ 454,712.00			\$ 447,275.28	\$ (7,436.72)	-1.64%

Customer Class: **GENERAL SERVICE 50 TO 999 kW SERVICE CLASSIFICATION**

RPP / Non-RPP: **RPP**

Consumption **69,000** kWh

Demand **160** kW

Current Loss Factor **1.0560**

Proposed/Approved Loss Factor **1.0560**

	Current OEB-Approved			Proposed			Impact	
	Rate (\$)	Volume	Charge (\$)	Rate (\$)	Volume	Charge (\$)	\$ Change	% Change
Monthly Service Charge	\$ 85.80	1	\$ 85.80	\$ 87.43	1	\$ 87.43	\$ 1.63	1.90%
Distribution Volumetric Rate	\$ 3.8123	160	\$ 609.97	\$ 3.8847	160	\$ 621.55	\$ 11.58	1.90%
Fixed Rate Riders	\$ -	1	\$ -	\$ 5.87	1	\$ 5.87	\$ 5.87	
Volumetric Rate Riders	\$ -	160	\$ -	\$ -	160	\$ -	\$ -	
Sub-Total A (excluding pass through)			\$ 695.77			\$ 714.85	\$ 19.08	2.74%
Line Losses on Cost of Power	\$ -	-	\$ -	\$ -	-	\$ -	\$ -	
Total Deferral/Variance Account Rate Riders Including GA(kW) Rate Riders	\$ 0.6900	160	\$ 110.40	\$ 0.2984	160	\$ (47.74)	\$ (158.14)	-143.25%
CBR Class B Rate Riders	\$ -	160	\$ -	\$ 0.0276	160	\$ (4.42)	\$ (4.42)	
GA Rate Riders	\$ -	69,000	\$ -	\$ -	69,000	\$ -	\$ -	
Low Voltage Service Charge	\$ 1.0483	160	\$ 167.73	\$ 1.0483	160	\$ 167.73	\$ -	0.00%
Smart Meter Entity Charge (if applicable) and/or any fixed (\$) Deferral/Variance Account Rate Riders	\$ -	1	\$ -	\$ -	1	\$ -	\$ -	
Additional Volumetric Rate Riders (Sheet 18)		160	\$ -	\$ -	160	\$ -	\$ -	
Sub-Total B - Distribution (includes Sub-Total A)			\$ 973.90			\$ 830.42	\$ (143.48)	-14.73%
RTSR - Network	\$ 2.5931	160	\$ 414.90	\$ 2.6278	160	\$ 420.45	\$ 5.55	1.34%
RTSR - Connection and/or Line and Transformation Connection	\$ 2.1494	160	\$ 343.90	\$ 2.1588	160	\$ 345.41	\$ 1.50	0.44%
Sub-Total C - Delivery (including Sub-Total B)			\$ 1,732.70			\$ 1,596.28	\$ (136.42)	-7.87%
Wholesale Market Service Charge (WMSC)	\$ 0.0036	72,864	\$ 262.31	\$ 0.0036	72,864	\$ 262.31	\$ -	0.00%
Rural and Remote Rate Protection (RRRP)	\$ 0.0003	72,864	\$ 21.86	\$ 0.0003	72,864	\$ 21.86	\$ -	0.00%
Standard Supply Service Charge	\$ 0.25	1	\$ 0.25	\$ 0.25	1	\$ 0.25	\$ -	0.00%
Debt Retirement Charge (DRC)	\$ 0.0070	69,000	\$ 483.00	\$ 0.0070	69,000	\$ 483.00	\$ -	0.00%
TOU - Off Peak	\$ 0.0650	47,362	\$ 3,078.50	\$ 0.0650	47,362	\$ 3,078.50	\$ -	0.00%
TOU - Mid Peak	\$ 0.0950	12,387	\$ 1,176.75	\$ 0.0950	12,387	\$ 1,176.75	\$ -	0.00%
TOU - On Peak	\$ 0.1320	13,116	\$ 1,731.25	\$ 0.1320	13,116	\$ 1,731.25	\$ -	0.00%
Total Bill on TOU (before Taxes)			\$ 8,486.62			\$ 8,350.20	\$ (136.42)	-1.61%
HST	13%		\$ 1,103.26	13%		\$ 1,085.53	\$ (17.73)	-1.61%
Total Bill on TOU			\$ 9,589.88			\$ 9,435.73	\$ (154.15)	-1.61%

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Appendix C
HHHI's Pay Equity Plan,
Established August 9, 1990

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43 Alice Street, Acton, Ontario, L7J 2A9 853-3700 453-2222

August 13, 1990

Pay Equity Commission,
150 Eglinton Avenue East,
5th Floor,
Toronto, Ontario
M4P 1E8

Attention: Ms. Eloise Coleman

Dear Ms. Coleman:

Re: Halton Hills Hydro/C. U. P. E. Local #3387
Pay Equity Agreement

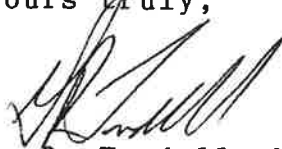
Halton Hills Hydro is pleased to advise you that we and C. U. P. E. Local #3387 have reached an agreement regarding the Pay Equity Act 1987.

Attached please find copies of the Inside, Outside and Management agreements.

It is the Commission's intention to adjust the wages over a five-year period.

Should you have any questions, please contact the undersigned.

Yours truly,


G. R. Trudell, Manager

GRT/gb
encl.

August 10, 1990

The Chairman and Members of the Commission

Re: Pay Equity

I am pleased to advise that Halton Hills Hydro and C. U. P. E. Local #3387 have arrived at a settlement.

The total Pay Equity pay-out will be:

union	-	\$58,291.60
management	-	8,972.60.

These monies will be paid-out over a five-year period in accordance with the Pay Equity legislation.

Attached please find copies of the agreement and pay-back schedules for the inside and outside union employees, along with the management.

I will be prepared to discuss this matter during the in-camera session of the August 17th meeting.

Yours truly,



G. R. Trudell, Manager

GRT/gb
Encl.

August 9, 1990

P A Y E Q U I T Y P L A N

Establishment - The establishment is defined as all employees of Halton Hills Hydro-Electric Commission.

Jobs Covered - All jobs covered by the Canadian Union of Public Employees and it's local #3387 (inside unit).

System of Comparison - The Stevenson Kellogg Ernst & Whirrey job evaluation system of comparison was used.

Gender Predominance of Jobs

Computer Operator
Final Billing Clerk
Customer Service Clerk
Clerk/Cashier
Switchboard/Receptionist/Clerk Typist Female
Accounting Clerk
Accounts Payable Clerk
Senior Engineering Clerk
Engineering Clerk

Comparators Identified - Male comparators were identified by evaluating the job classes covered by the Canadian Union of Public Employees and it's local #3387 (outside unit).

<u>Female Job Class</u>	<u>Male Job Class</u>	<u>Compensable Difference</u>
Computer Operator	Purchasing Agent	\$2.60
Customer Service Clerk	Collection/Read	\$3.31
Accounts Clerk	Collection/Read	\$2.70
Final Billing Clerk	Collection/Read	\$3.31
Accounts Payable Clerk	Collection/Read	\$3.00
Senior Engineering Clerk	Storeskeeper	\$1.13

There were no identifiable male comparators for the Clerk/Cashier, Engineering Clerk and Switchboard/Receptionist/Clerk Typist.

Using the principle of proportional value, the following formula was used:

Storeskeeper \$14.92 ⇔ Collection/Readings \$16.49 = 89.5% difference

89.5% of \$14.92 = \$13.35

The above noted female job classes having no male comparators will receive:

Clerk/Casher	\$.67
Engineering Clerk	\$.44
Switchboard/Receptionist/Clerk Typist	\$1.92

Compensable Adjustments - SEE ATTACHED SCHEDULE.

For more information contact: Gerald R. Trudell,
Manager,
Halton Hills Hydro-Electric
Commission
(519) 853-3700, extension 201

Jennifer Olson,
National Representative,
Canadian Union of Public Employees
(416) 525-5411

Signed at Acton this _____ day of August 1990;

For the Union

For the Employer

Marjory Lane,
Committee Chair

Gerald R. Trudell,
Manager

August 9, 1990

P A Y E Q U I T Y P L A N

Establishment - The establishment is defined as all employees of Halton Hills Hydro-Electric Commission.

Jobs Covered - All jobs covered by the Canadian Union of Public Employees and it's local #3387 (outside unit).

System of Comparison - The Stevenson Kellogg Ernst & Whirrey job evaluation system of comparison was used.

Gender Predominance of Jobs

Engineering Coordinator	Female
Dispatch Clerk	
Lines Sub-foreperson	
Lines Journeyperson	
Meter/Water Heater Sub-foreperson	
Meter Journeyperson	
Water Heater Service	
Buyer Grade 3	Male
Stock Keeper	
Collection/Reading Serviceperson	
Engineering Technician	
Draftsperson	
Service Layout Person	

Comparators Identified -

<u>Female Job Class</u>	<u>Male Comparator</u>	<u>Compensable Difference</u>
Engineering Coordinator	Lineman	\$1.69
Dispatch Clerk	Storeskeeper	\$2.01

Compensable Adjustments - SEE ATTACHED SCHEDULE.

For more information contact: Gerald R. Trudell,
Manager,
Halton Hills Hydro-Electric
Commission
(519) 853-3700

Jennifer Olson,
National Representative,
Canadian Union of Public Employees
(416) 525-5411

Signed at Acton this ____ day of August 1990;

For the Union

For the Employer

Don Harding,
Committee Chair

Gerald R. Trudell,
Manager

August 9, 1990

P A Y E Q U I T Y P L A N

Establishment - The establishment is defined as all employees of Halton Hills Hydro-Electric Commission.

Jobs Covered - All management positions.

System of Comparison - The Stevenson Kellogg Ernst & Whirrey job evaluation system of comparison was used.

Gender Predominance

Operations Manager	Male
Accounting Supervisor	Male
Engineering Supervisor	Male
Line Supervisor	Male
Billing/Collection Supervisor	Female
Operations Supervisor	Male
Customer Service Supervisor	Male

Comparators Identified -

<u>Female Job Class</u>	<u>Male Comparator</u>	<u>Compensable Difference</u>
Billing/Collection Supervisor	Customer Service Supervisor	\$4.93 per hour

Compensable Adjustments -

	<u>Jan 1/90</u>	<u>Jan 1/91</u>	<u>Jan 1/92</u>	<u>Jan 1/93</u>
Billing/Collection Supervisor	\$1.29	\$1.29	\$1.29	\$1.06

For more information contact: Gerald R. Trudell,
Manager,
Halton Hills Hydro-Electric
Commission
(519) 853-3700

Signed at Acton this ____ day of August 1990;

For the Management

For the Employer

George Herrington,
Customer Service Supervisor

Gerald R. Trudell,
Manager

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Appendix D

Terms of Reference

Dated September 17, 2012

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Terms of Reference

Pay Equity Committee

Between

**Halton Hills Hydro
(Employer)**

And the

**Power Workers' Union
CUPE Local 1000
(Union)**

Date: September 17, 2012

1.0 Purpose

- 1.1 To create a work environment that promotes equality and fairness for all jobs, with sensitivity to issues around gender bias and the undervaluing of female job classes, through policy and administration that is seen as necessary, effective and fair and, in accordance with the required Pay Equity Legislation.
- 1.2 To maintain pay equity for the employees and ensure compliance with the Pay Equity Act in a timely and practical manner.
- 1.3 To jointly implement a gender-neutral pay equity plan that includes the evaluation of the four main factors of Skill, Effort, Responsibility and Working Conditions.
- 1.4 Any pay equity adjustments to compensation rates will be deemed to be incorporated into, and form part of the collective agreement. This will be paid by the employer over and above normal wage increases negotiated in collective bargaining. No employee will have their wages reduced or frozen as a result of the pay equity analysis for the current pay equity maintenance review (2012), and shall continue to receive all negotiated increases.

2.0 The Joint Pay Equity Committee (JPEC)

- 2.1 The JPEC shall have equal representation and participation from the parties, consisting of two Employer Representatives, two Union Representatives; additional resources provided by PWU Staff Representative and Halton Hills Hydro consultant.
- 2.2 The employer and the union shall designate one of its representatives to act as co-chairperson. The co-chairpersons are responsible for:
 - a) The chairing of committee meetings;
 - b) The scheduling of regular committee meetings, including notification of appropriate supervisors for committee members' attendance;
 - c) Establishing the priority of matters to be acted upon by the committee.
- 2.3 The employer and the union shall designate one representative from the JPEC to act as Committee Secretary.
- 2.4 If required, committee members may be excused from rating their own job, the position of a direct subordinate, or any position where the rating of that job may place them in a conflict of interest situation.

- 2.5 JPEC members will endeavour to resolve any outstanding differences resulting from objections and strive for consensus. Consensus is reached when all committee members agree with the decision. The co-chairs will decide in the event of non-agreement. In order to carry on business, at least four (4) members must be at the meeting. While consensus-building is the best way to decide, representative voting may be appropriate on less important issues – a threshold of 75% will apply when consensus cannot be reached for minor issues.
- 2.6 Forward any matters unresolved by the JPEC to the Pay Equity Commission for resolution in accordance with the provisions of the Act.

3.0 Mandate of the JPEC

- 3.1 The JPEC shall implement and maintain the Pay Equity Plan for the members in the PWU bargaining unit by:
- a) Establishing policies and guidelines for an efficiently run Pay Equity Committee
 - b) Train existing and new pay equity committee members on matters related to pay equity
 - c) Agree upon the job evaluation system and accompanying job duty and responsibility survey
 - d) Evaluate all jobs in the bargaining unit using the job evaluation system in an un-biased manner on a consensus basis
 - e) Maintain the integrity of the program that will include revisiting substantially changed and new jobs
 - f) Record the results and rationale on the evaluation of each job class and completing an Advice of Rating form.
 - g) Forward any matters unresolved by the JPEC to the Pay Equity Commission for resolution in accordance with provisions of the Act.

4.0 Accountability

The JPEC is accountable to the President and CEO of Halton Hills Hydro and the PWU Sector Vice-President (or delegate). Pay Equity project progress and status updates may also be provided by the Committee co-chairs.

5.0 Finances

No member of the JPEC shall be penalized in salary because of time spent on activities relating to the work of the Committee. Any expenditure of funds necessary to the function of the Committee shall be the responsibility of the employer. The PWU will be responsible for any expenses related to the participation of the PWU Staff Representative.

6.0 Confidentiality

Representatives of the JPEC shall respect the confidentiality of any confidential information or materials to which they have access. Any disclosure shall be limited to those who have a need to know. Should an applicant decide to withdraw an application in order to protect his or her anonymity, the Committee shall respect this decision.

7.0 Notes/Minutes

The JPEC Secretary will take notes on evaluation details and results, decisions made and actions recommended. A summary of these decisions and actions will be circulated to Committee representative by email within one week of the meeting.

8.0 Files

The JPEC Secretary shall maintain suitable records of concerns, complaints, findings, recommendations, decisions and actions which shall then be accessible to Committee representatives and the applicants to whom these records apply.

9.0 The Pay Equity Act

As there is no time limit on making complaints under the Pay Equity Act, all files and information contained herein shall be retained, stored and archived indefinitely by the Company.



Barbara Duncan
PWU

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Appendix E
Detailed Pay Equity Adjustment Calculations by
Position

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