PWU Interrogatory #20

Interrogatory

Reference:

Reference 1: Exhibit F2, Tab 1, Schedule 1, Attachment 6, Page 3 of 42

- Our current analysis shows that OPG, as of August 2019, is 239 FTEs (4.5%) *below* the total North America nuclear operator benchmark of 5,255 FTEs. The North American benchmarks have increased slightly since 2014 due to aging plants and a less-experienced workforce which required additional staff.

Reference 2: EB-2016-0152, Exhibit L, Tab 6.6, Schedule 1, Staff-144, Attachment 1, Page 14 (PWU Collective Agreement)

8.1 Introduction

In order for the Company to be competitive it is essential that work efficiency be maximized. The Company must change its current approach to performing work while continuing to improve safety and quality standards. In addition, the Company must invest in employee development. These changes can be achieved through the introduction of skill broadening programs and a simplified wage structure.

The wage structure consists of three (3) salary bands.

All employees on the wage structure will be expected to perform any assigned work (as described in 8.2 below) within the same band or a lower band without additional compensation.

8.2 Skill Broadening

Skill broadening is the development and use of employees to perform work outside of their traditional roles. Skill broadening is achieved by providing employees with the training and opportunities to perform additional work safely. The intent of skill broadening is to enrich job content and increase work efficiency by:

a) Removing the traditional boundaries in working roles; and

b) Developing employee capabilities to perform work beyond their traditional roles.

Skill Broadening can be achieved by taking advantage of existing and future technology and by development of employees who are highly trained with multiple capabilities and responsibilities.

Skill Broadening will include training and instruction of other employees. It also will include new responsibilities required to maximize the commercial performance of the Company while ensuring compliance with market rules and sound health and safety and environmental practices.

Skill broadening and the consolidation of occupation codes into new job groupings will not eliminate the distinctions between positions. For example, Mechanical Maintainers will not become Control Technicians. However, there may be an overlap of duties between job groupings. The intent of skill broadening is not to fully qualify an employee in all other jobs but rather to maximize the capabilities of employees.

Employees can be required to work outside their job grouping with employees in other job groupings to jointly complete work assignments. All work assignments are dependent on employees having appropriate skill, knowledge and training.

Employees working independently will be expected, once trained, to perform basic skills of other job groupings at the same or lower band. There may be limited circumstances where employees receive specific training in another job grouping to fully complete a specialized task.

In addition to the responsibilities listed in their Job Documents, the work of employees will be expected to include additional tasks. This is further described in the Article 8 Intent Document, which forms part of this agreement.

Question

a) What impact does the Skill Broadening aspect of the PWU's Collective Agreement have on the number of FTEs OPG needs to operate its nuclear facilities?

Response

Skill broadening at OPG was negotiated as part of the April 1, 2002 – March 31, 2006 collective agreement and has been in place since then.

OPG does not track the benefits of skill broadening and its impact on staffing.

OPG can identify that there are benefits associated with skill broadening due to such things as the amalgamation of job documents and the removal of traditional work boundaries, which allowed OPG to change how work was performed previously and has contributed to staff optimization.

For example, skill broadening enabled the “days based maintenance” initiative in Nuclear which moved maintenance off shift. If certain needs arise during a back shift, Nuclear Operations may perform tasks such as draining filters and changing hoses.