AMPCO Interrogatory #174

Interrogatory

Reference: F4 T3 S1

a) Please identify any significant changes OPG has made to its employee non-pension benefits plan since EB-2016-0152.

b) Please complete the following table:

Nuclear Regular Employees – Actual and Forecast Attrition

	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Plan	2022 Plan	2023 Plan	2024 Plan	2025 Plan	2026 Plan
Retirement											
Other											
Total											

c) Please provide the average number of vacancies by year for each of the years 2016 to 2020.

d) Please provide the average number of days it takes to fill a vacancy for each of the years 2016 to 2020.

e) Please discuss if OPG experienced any hiring lags for each of the years 2016 to 2020.

f) Please provide the calculation of OPG's Turnover Rate for the years 2016 to 2020 and provide all assumptions.

g) Please provide OPG's resource utilization rate (wrench time) calculation for each of the years 2016 to 2020 and provide all assumptions.

h) Does OPG track stand down or standby time of staff and contractors due to for example construction schedule conflicts? If yes, please provide the cost to OPG for stand down time for each of the years 2026 to 2020.

Response

a) Refer to Ex. F4-3-1, p. 20 under heading "Health Benefit coverage" and also Ex. L-F4-03-PWU-26.

b) As noted at Ex. L-F4-03-AMPCO-162 (c), OPG does not track or plan headcount on an allocated basis. Consequently, retirements and other attrition are generally monitored by occupational code and organization. Chart 1 provides regular retirements and attrition on an organizational basis for the Nuclear Stations, Nuclear Projects, Nuclear Waste Management and Darlington Refurbishment on an actual and forecast basis.

Chart 1

Nuclear Groupings (Regular Only)	2016 Actual	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Plan	2022 Plan	2023 Plan	2024 Plan	2025 Plan	2026 Plan
Retirement	199	193	211	184	240	[redacted]					
Pickering GS	50	73	74	50	79						
Darlington GS	105	91	97	97	119						
Nuclear Waste Management	10	7	17	6	13						
Darlington Refurbishment	11	11	12	22	16						
Nuclear Projects	23	11	11	9	13						
Other	43	51	44	53	56						
Pickering GS	11	16	13	11	24						
Darlington GS	21	18	21	26	17						
Nuclear Waste Management	3	3	2	3	5						
Darlington Refurbishment	3	5	5	6	7						
Nuclear Projects	5	9	3	7	3						
Total	**242**	**244**	**255**	**237**	**296**						

Additionally, OPG is assuming that a majority of eligible employees at the time will retire as part of the downsizing process related to the planned shutdown of the Pickering station.

c) Chart 2 below identifies OPG's estimate of the average number of vacancies for each of the years 2016 to 2020:[1]

Chart 2

Year	Average Number of Vacancies
2016	139
2017	162
2018	140
2019	150
2020	118

d) The average number of days it takes to fill a vacancy for each of the years 2016 to 2020 has not historically been tracked and is not available. OPG's previous applicant tracking tool, that has since been replaced, had limited reporting capability and would have required manual intervention to make necessary adjustments to factor in such variables as the duration or time to obtain a security clearance. When the applicant tracking tool was replaced, OPG did not incur the cost to purchase legacy data from the tool's vendor. Work is currently underway, using the new tool, to establish a method by which to track and monitor this information. The full first year of data collection is expected to be 2022.

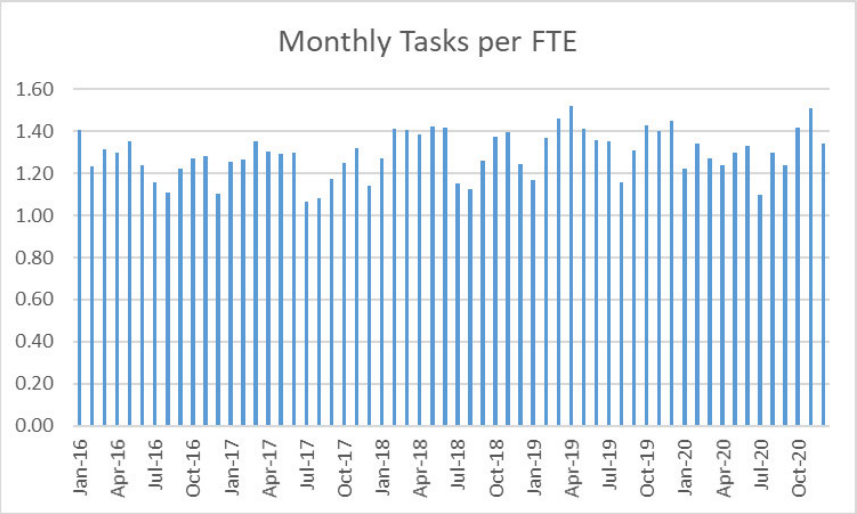
e) As identified in EB-2016-0152, Ex. L-6.6-19 SEP-015, lag time is not tracked as OPG does not necessarily wait for staff to retire before the hiring process begins.

f) OPG does not specifically track turnover rates, however, the OPG attrition rates are identified in Ex. L-F4-03-01-AMPCO-175.

g) OPG, with the exception of DRP as noted in Ex. L-D2-02-Staff-172, does not directly track wrench time; however, OPG monitors the number of tasks completed per 40 hours worked as a key productivity measure (see Total OPG Graph 1). This measure tracks the number of work tasks completed by maintenance and other groups which directly support work in the field.

[1] OPG does not have the data to determine the specific number of vacancies outstanding on average during a historical year. OPG has the total annual number of vacancies posted. To provide a directional estimate of the average, OPG applied an assumed period of one month that the vacancy would be open. As OPG does not have the information to determine such historical period (see part d)), the assumed one month is based on a typical posting period per general experience of OPG's recruitment team.
For comparability, the data in 2016 was normalized to remove the estimated impact of increased hiring for the ramp-up of the Darlington Refurbishment Program with Unit 2 entering refurbishment in October 2016.

Graph 1



h) OPG does not stand down employees in their normal course of work. Typically, when crews cannot perform work as scheduled, they are assigned to replacement priority work. OPG does not track stand down or standby time for contractors.