

**UNDERTAKING**

**Undertaking**

TO PROVIDE COPY OF HAY GROUP SURVEY

**Response**

See attachment.



## 2007 Survey of Labour Rates

### Sponsored by Hydro One Networks Inc.

Thank you for your time and effort in completing these data submission materials. Please return your completed submission by September 14 to Stephanie Hudakoc at Hay Group (Stephanie.Hudakoc@Haygroup.com)  
121 King Street West, Suite 700, Toronto, Ontario M5H 3X7

If you have any questions, please call Stephanie at 416-815-6365 or 1-800-722-9945 ext 6365.

#### Your completed submission will consist of the following tabs in this workbook:

##### [Contact Information](#)

Please fill out the contact information of the person completing the survey.

##### [Organization Profile](#)

Please complete the information in this section.

##### [Overtime Principles](#)

Please complete the information in this section.

##### [Data Collection Sheet](#)

Please provide current cash compensation information for the positions you have matched. Descriptions of the job models can be found on the "*Job Descriptions*" tab or by clicking on the Survey Job Title. Data element definitions can be found on the "*Definitions*" tab, or by clicking on the data element title at the top of the data collection sheet.

#### The following reference materials have been included to assist you with your submission:

##### [Job Codes/Descriptions:](#)

The "*Job Descriptions*" tab contains the descriptions of the benchmark jobs.

##### [Data Element Definitions:](#)

The "*Data Element Definitions*" tab explains each data element in the "*Data Collection Sheet*" tab.

***Thank you for your participation.***

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**Contact Information**

Organization (Full Name):	
Completed By:	
Title:	
Telephone:	
Fax:	
E-mail Address:	

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# 2007 Survey of Labour Rates

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### Organization Profile

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#### A. SIZE CLASSIFICATION

Report your total revenue, assets and number of employees. Report revenue and assets in millions of dollars, rounded to 2 decimal (e.g. \$125,232,000 = 125.23 million).

Gross Revenue / Operating Budget (\$ Millions)

Total Assets (\$ Millions)

Total Unionized Employees

Total Active Employees (Full-time equivalent)

#### B. BUSINESS SEGMENTS

In which business segment(s) does your organization operate? (Choose all that apply)

Electricity Generation

☐

Electricity Transmission

☐

Electricity Distribution

☐

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**Overtime Principles**

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- a) Does your organization compensate any of the following positions for overtime?

## Fields Operations Manager

☐ Yes☐ No

## Design Engineer

☐ Yes☐ No

## Powerline Maintainer

☐ Yes☐ No

- |  |  |       |
|--|--|-------|
| b) Please indicate the number of non-overtime hours worked in a standard week: |  | hours |
|--|--|-------|

- c) Please complete the following table:

Wage Standards	Definition of Hours (eg: 44 to 48)	Overtime Rate (eg: 1.5 x standard wage)
First Level of Overtime		
Second Level of Overtime		
Third Level of Overtime		

- d) Please describe the provisions of your overtime standards:

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**Data Collection Sheet**

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[illegible]

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**Data Element Definitions**

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Position Code	The code for the survey position to which your job is matched.
Benchmark Position Title	The title of the survey position.
Your Position Title	Your organization's job title for the position being matched.
Level of Match (H, S, L)	<p>Match the survey position as closely as possible with similar jobs within your organization. Where jobs appear to be similar in content but differ in some aspects, treat as a match and indicate the degree to which your job matches the survey position:</p> <p>(H) High Match = the job content of your position matches at least 80% of the job content of the survey benchmark position but your position is substantially bigger.</p> <p>(S) Solid Match = the job content of your position matches no more than 80% of the job content of the survey benchmark position and your position is essentially the same.</p> <p>(L) Low Match = the job content of your position matches no more than 70% of the job content of the survey benchmark position and your position is somewhat smaller.</p>
Minimum Salary / Hourly Wage Rate	Report the current minimum salary / hourly wage rate for each job.
Maximum Salary / Hourly Wage Rate	Report the current maximum salary / hourly wage rate for each job.
Effective Date of Current Salary / Wage Rate (MM/YY)	Report the date that the current salary / wage rate became effective.
No. of Salary Range / Wage Rate Steps	Report the number of salary range / wage rate steps for each job (including starting and maximum).
Standard Length of Time from Starting to Maximum Wage Rate (Months)	Report the number of months an incumbent must be in the job in order to progress from the starting salary / wage rate to the maximum salary / wage rate.
No. of Hours in the Standard Work Week	The standard number of hours that incumbents in this job are required to work each week.
Minimum Certification / Designation / Licence Requirement	Report all certifications / designations / licences that are required for each of your jobs.
Minimum Years of Experience Required	Report the minimum number of years of prior experience required for each of your jobs.
Minimum Education Requirement	Report the minimum education grade / level required for each of your jobs.
Union / Non-Union	Report whether your jobs are unionized (U) or non-unionized (N).
Overtime Eligible	Report whether your jobs are eligible for overtime (Y / N).