

Ontario Energy Board

IN THE MATTER OF *the Ontario Energy Board Act, 1998*;
S.O. 1998, c. 15, (Schedule B);

AND IN THE MATTER OF an Application by Hydro One
Networks Inc. for an order approving or fixing just and
reasonable rates and other charges for the distribution of
electricity.

EVIDENTIARY MATERIALS**ENERGY PROBE CROSS OF PANEL # 3**

July 11, 2008

Energy Probe Research Foundation (EP) INTERROGATORY #3 List 1

Interrogatory

Ref: Exh. C2/T 3/S 1, p. 1 of 3

Issue 3.6: Are the 2008 Human Resources related costs (wages, salaries, benefits, incentive payments, labour productivity and pension costs) including employee levels appropriate?

The table on Page 1 of 3 shows representative earnings for a Regional Maintainer Lines (PWU represented). Overtime is approximately 47% of annual base salary. Please explain the following:

- a) What are the base working hours included in base salary?
- b) How many overtime hours are represented by the overtime pay?
- c) What percentage of employees in this group work more overtime hours than those represented by the overtime pay in this table?
- d) Does Hydro One have any policies and/or practices in place to monitor how much overtime individual employees work in a year? If so, please describe them.
- e) Does Hydro One have any policies and/or practices in place to define what it would consider to be excessive overtime and to identify individual employees working excessive overtime? If so please describe them.

Response

a) The base hours of work for the Regional Maintainer Lines classification are 8 hours per day, 40 hours per week.

b) The number of overtime hours were as follows:

2004 – 416
2005 – 449
2006 – 500
2007 – 500
2008 - 500

c) For each of the years 2004, 2005 and 2006, 50% of the staff worked more overtime than the average. This trend is expected to continue for 2007 and 2008.

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EB-2007-0681
Exhibit H
Tab 7
Schedule 3
Page 2 of 2

1 d) Hydro One's employees in the Regional Maintainer Lines classification are governed
2 by a number of items with respect to overtime hours. The Ontario Employment
3 Standards Act (ESA) restricts hours of work to 8 in a day and 48 in a week except
4 where exempted by permit. Hydro One has an 'Excess Weekly Hours of Work
5 Permit' that allows employees to work up to 60 hours in a week. In addition there are
6 provisions in the Hydro One - Power Workers' Union collective agreement that
7 provide for rest periods for employees after they have worked extended overtime. The
8 Hydro One - Power Workers' Union collective agreement also includes provisions to
9 equitably distribute overtime.

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11 e) As indicated in the above answer, there are provisions in the Hydro One - Power
12 Workers' collective agreement to provide for rest periods and equitably distribute
13 overtime.
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COMPARISON OF WAGES AND SALARIES

1.0 REGIONAL MAINTAINER LINES – (PWU-REPRESENTED)

The following summarizes the key elements of this job classification and related compensation:

- works on transmission and distribution lines and associated apparatus using a range of mechanical and electrical skills and knowledge.
- Grade 12 plus six-year apprenticeship.

Table 1

Year	Total Wages	Base	Overtime	Incentive	Other*
2004	\$98,822	\$67,987	\$26,377	\$2,483	\$1,975
2005	\$102,325	\$70,208	\$29,186	\$760	\$2,170
2006	\$111,439	\$74,117	\$34,639	\$0	\$2,683
2007	\$114,782	\$76,340	\$35,679	\$0	\$2,764
2008	\$118,226	\$78,630	\$36,749	\$0	\$2,847

NOTE: all of the above are average dollars.

2.0 SOCIETY REPRESENTED MP4 (Example -ENGINEER – JOURNEYPERSON LEVEL)

The following summarizes the key elements of this job classification and related compensation:

- Professional Engineer with 8-10 years experience;

- participates in the design and development of strategies and proposes effective recommendations related to the application and design and performance of various systems, e.g., electrical power systems/telecommunication;
- provides technical guidance and supervision to technical staff.

Table 2
Annual Salary (MP4)

Year	Total Wages	Base	Overtime	Incentive	Other*
2004	\$96,423	\$85,578	\$8,028	\$0	\$2,817
2005	\$69,200	\$62,420	\$3,125	\$0	\$3,656
2006	\$95,524	\$92,564	\$1,207	\$0	\$1,753
2007	\$98,390	\$95,341	\$1,243	\$0	\$1,806
2008	\$101,342	\$98,202	\$1,281	\$0	\$1,860

NOTE: - 2005 results are lower due to the impact of the labour strike.

- all of the above are average dollars.

3.0 MANAGER – BAND 7 (MANAGEMENT COMPENSATION PLAN)

The following summarizes the key elements of this job classification and related compensation:

- university degree with several years experience;
- provides direction with respect to corporate strategies and policies, budget and programs, compliance and performance targets and expectations of continuous improvement;
- manages the coordination of work activities of supervisory professional staff;
- coordinates the activities of others in the performance of technical projects related to program processes, technical/operational business standards and procedures.

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 Exhibit C2
 Tab 3
 Schedule 1
 Page 3 of 3

Table 3
Annual Salary

Year	Total Wages	Base	Overtime	Incentive	Other*
2004	\$107,813	\$90,068	\$423	\$11,620	\$5,702
2005	\$107,938	\$89,136	\$1,187	\$7,806	\$9,808
2006	\$114,332	\$96,066	\$222	\$3,139	\$14,905
2007	\$117,762	\$98,948	\$0	\$11,200	\$7,615
2008	\$121,295	\$101,916	\$0	\$11,600	\$7,779

NOTE: all of the above are average dollars.

* Other includes: travel time, vacation bonus, unused vacation days paid out, standby allowance, shift allowance, vacation pay on termination, depending on the nature of the position.