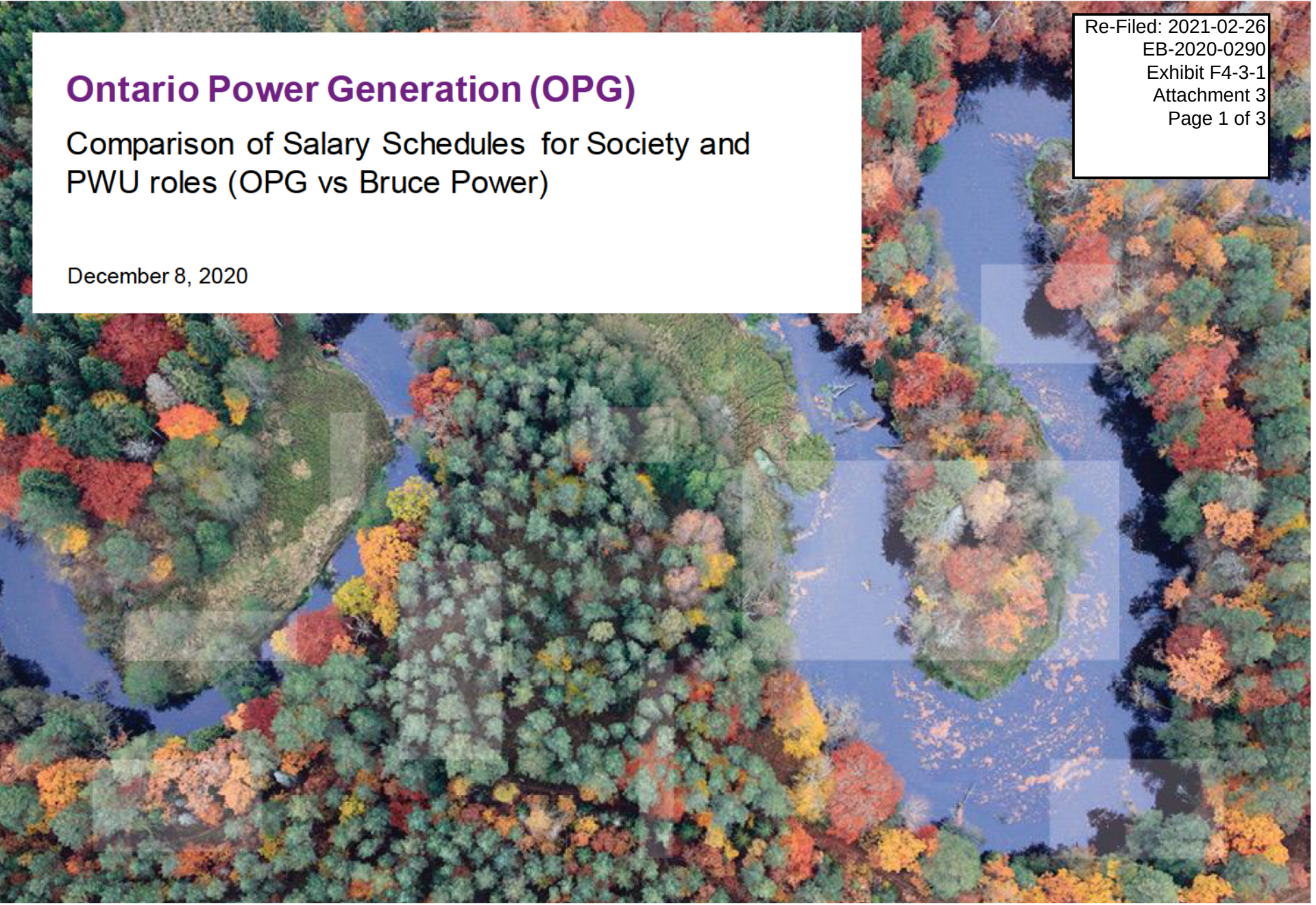
Ontario Power Generation (OPG)

Comparison of Salary Schedules for Society and PWU roles (OPG vs Bruce Power)

December 8, 2020



Willis Towers Watson

Base Salary Comparison

Society of Energy Professional Roles

			2019							
			Weekly				Yearly			
OPG Band	Sample Job Titles	April 2019 Headcount	OPG	Bruce Power	Difference (OPG - Bruce Power)		OPG	Bruce Power	Difference (OPG - Bruce Power)	
					$ Per Week	% Per Week			$ Per Year	% Per Year
Authorized	Shift Supervisor In Training	29	$3,161.21	$3,390.22	-$229.01	-7%	$164,835	$176,776	-$11,941	-7%
	Control Room Shift Supervisor, Training Supervisor	66	$3,534.44	$4,138.04	-$603.59	-17%	$184,296	$215,769	-$31,473	-17%
MP6 - 40 Hr	Section Manager Outage, Real Time Markets Supv (Shift)	22	$3,198.44	$3,385.11	-$186.66	-6%	$166,776	$176,509	-$9,733	-6%
MP5 - 40 Hr	Project Site Supervisor, Real Time Markets Specialist (Shift)	34	$3,000.21	$3,176.42	-$176.21	-6%	$156,439	$165,627	-$9,188	-6%
MP4 - 40 Hr	FLM, Control/Mechanical / Trades Mgmt Supv, Hydroelectric	606	$2,814.15	$2,977.95	-$163.80	-6%	$146,738	$155,279	-$8,541	-6%
MP3 - 40 Hr	FLM, Civil Maintenance	51	$2,638.83	$2,792.79	-$153.96	-6%	$137,596	$145,624	-$8,028	-6%
MP6 - 35 Hr	Section Head Information Systems, Senior Performance Improvement Officer	338	$2,730.55	$2,891.00	-$160.45	-6%	$142,379	$150,745	-$8,366	-6%
MP5 - 35 Hr	Sr Engineer/Scientist - Specialist	246	$2,560.64	$2,711.97	-$151.33	-6%	$133,519	$141,410	-$7,891	-6%
MP4 - 35 Hr	Senior Technical Engineer/Officer , Eng/Applied Science Trainee	1579	$2,401.52	$2,542.16	-$140.64	-6%	$125,222	$132,555	-$7,333	-6%
MP3 - 35 Hr	Assistant Proceurement Specialist, Financial Analyst	87	$2,253.19	$2,384.61	-$131.42	-6%	$117,488	$124,341	-$6,853	-6%
MP2 - 35 Hr	Materials Co-Ordinator, Support Specialist	36	$2,112.97	$2,237.30	-$124.33	-6%	$110,176	$116,659	-$6,483	-6%
Totals & Weighted Average		***3,094***	***$2,570.85***	***$2,730.23***	***-$159.38***	***-6%***	***$134,051***	***$142,362***	***-$8,311***	***-6%***
% of OPG Society population		**99%**								

Notes:

- *Employee headcount is based on incumbent file dated April 2019*
- *Sample job titles are consistent with 2015 review, representing those roles with the highest employee populations*
- *Hours worked are the same for both OPG and Bruce Power*
- *Annualized salary is calculated based on a 365.25 day year*

Sources:

- *Collective Agreement between Bruce Power and the Society of Energy Professionals (Jan 1, '15 – Dec 31, '18) and the Memorandum of Agreement dated June 18, 2019*
- *Collective Agreement between OPG and the Society of Energy Professionals (Jan 1, '16 – Dec 31, '18) and the Interest Arbitration Award dated December 30, 2018*

Base Salary Comparison

Power Workers' Union Roles (PWU)

			2020							
			Hourly				Yearly			
OPG Band	Job Titles	April 2019 Headcount	OPG	Bruce Power	Difference (OPG - Bruce Power)		OPG	Bruce Power	Difference (OPG - Bruce Power)	
					$ Per Hour	% Per Hour			$ Per Year	% Per Year
Authorized	Authorized Nuclear Operator (including Trainees, excluding supervisors)	216	$79.02	$79.84	-$0.81	-1%	$164,816	$166,514	-$1,697	-1%
	Certified Unit 0 Control Room Operator (including Trainees)	17	$71.10	$71.85	-$0.75	-1%	$148,299	$149,865	-$1,566	-1%
Band 3	Nuclear Operator (including Trainees)	599	$56.14	$67.83	-$11.69	-21%	$117,101	$141,473	-$24,372	-21%
	Electrical & Control Techn & Technologists / Shift Control Technician	644	$56.14	$66.62	-$10.48	-19%	$117,101	$138,957	-$21,856	-19%
	Mechanical Technician & Technologist / Mechanical Maintainer	634	$56.14	$66.42	-$10.28	-18%	$117,101	$138,543	-$21,442	-18%
	Chemical Technician / Chemical Technologist	77	$56.14	$60.49	-$4.35	-8%	$117,101	$126,165	-$9,064	-8%
	Planning & Cost Control Technician / Cost & Scheduling Technician†	55	$56.14	$61.23	-$5.08	-9%	$117,101	$111,739	$5,362	5%
	Project Technician - E&C / Project Tech II - E&C	24	$56.14	$59.73	-$3.58	-6%	$109,782	$116,789	-$7,007	-6%
Band 2	Civil & Service Trades Maintainers / Civil Maintainer I	372	$43.67	$60.91	-$17.24	-39%	$91,079	$127,044	-$35,966	-39%
	Civil & Service Trades Maintainers / Civil Maintainer II		$43.67	$57.06	-$13.39	-31%	$91,079	$119,008	-$27,930	-31%
	Nuclear Security Officer	n/a *	$43.67	$47.55	-$3.88	-9%	$91,079	$99,181	-$8,102	-9%
	Emergency Response Maintainer / Emergency Services Maintainer	80	$43.67	$54.90	-$11.23	-26%	$91,079	$114,502	-$23,423	-26%
	Office Support Representative II / Administrative Assistant - Clerk I (Admin)	169	$43.67	$53.54	-$9.88	-23%	$79,694	$97,718	-$18,024	-23%
	Finance Clerk / Payroll & Accounting Services Specialist	31	$43.67	$56.71	-$13.04	-30%	$79,694	$103,489	-$23,796	-30%
Band 1	Office Support Representative I / Clerk II	15	$35.87	$41.40	-$5.53	-15%	$65,468	$75,559	-$10,092	-15%
Totals & Weighted Average		***2,933***	***$55.04***	***$65.24***	***-$10.20***	***-20%***	***$113,911***	***$134,683***	***-$20,773***	***-19%***
% of PWU population		**62%**								

* n/a = not available due to security reasons

Notes:

- *Employee headcount is based on incumbent file dated April 2019*
- *OPG collective agreement provides salary schedules by band, whereas the Bruce Power agreement is on a role basis. Prior to the introduction of skill broadening, OPG utilized a salary schedule that was structured similar to Bruce Power. Therefore comparisons are on a best effort basis by matching jobs at Bruce Power to those previously used by OPG and which continue to be utilized today in a broader capacity*
- *As there are differences in hours worked between OPG and Bruce Power (cases where † is indicated), annualized salary has been provided which takes into account the different working hours*
- *Annualized salary is calculated based on a 365.25 day year*

Sources:

- *Collective Agreement between Bruce Power and PWU (Jan 1,'18 – Dec 31, '21) and the Memorandum of Settlement between Bruce Power and PWU dated April 30, 2018*
- *Collective Agreement between OPG and PWU (Apr 1,'15 – Mar 31, '18) and the Memorandum of Settlement between OPG and PWU (Apr 1, '18 – Mar 31, '21)*