



**SOCIETY of  
UNITED PROFESSIONALS**  
IFPTE 160

28<sup>th</sup> September, 2021

Chris Graham  
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**VIA email and RESS Filing**

Christine E. Long  
Registrar  
Ontario Energy Board  
P.O. Box 2319  
2300 Yonge St.  
Toronto, ON  
M4P 1E4

**EB-2021-0110 – Hydro One Networks Inc. (HONI)  
2023-2027 Transmission and Distribution Joint Rate Application  
re:Procedural Order No. 1 and HONI Request For Appendix Confidentiality  
Society of United Professionals' Submission**

Dear Ms. Long,

As summarized in the OEB's Procedural Order No. 1 in the HONI EB-2021-0110 proceeding, in HONI's letter to the OEB Registrar, dated 2021-08-05, HONI has requested the confidential treatment in its entirety of the Confidential Labour Relations Strategy Appendix at Exhibit E/ Tab6/ Schedule 1/ Attachment 5 (the Appendix). This is the Society of United Professionals' (SUP) submissions on this matter.

SUP submits that the OEB is now directing HONI's labour negotiations through its decisions requiring that P50 market median compensation, as determined by Mercer's compensation benchmarking studies [eg EB-2021-0110, Exhibit E-6-1 Attachment 1, "Mercer 2021 Compensation Benchmarking Study HONI"], be attained by HONI. This being the case, SUP submits that it would only be appropriate that as a minimum any decisions and/or direction that the OEB provides on "the Appendix" be put on the public record, along with some of the Appendix information if appropriate, and not be redacted at all. SUP submits that this will inform SUP in an unbiased manner for future contract negotiations as to what the OEB has indeed directed HONI to attain regarding P50 market median compensation as well as how, rather than having to rely on HONI's hired consultants at the contract bargaining table to provide an unbiased and complete view of the direction that the OEB has given on this matter.

Further, SUP requests that the full details of the OEB's decision on this request must also be put on the public record in its entirety and not be redacted so that the OEB's decision rationale can be considered in public.

Thank you.

*[original signed by]*

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email copy: interested parties