

October 27, 2021

**RESS & EMAIL**

Ontario Energy Board  
P.O. Box 2319  
2300 Yonge Street, 27th Floor  
Toronto, ON M4P 1E4

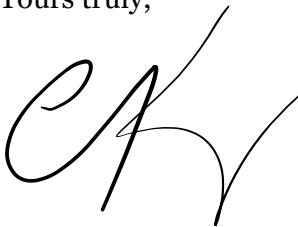
Attention: Ms. Christine E. Long, Registrar

Dear Ms. Long:

**Re: Hydro One Networks Inc. (“Hydro One”)  
EB-2021-0110: Custom Incentive Rate-setting Application for 2023-2027  
Distribution Rates and Transmission Revenue Requirement (“Application”)  
Filing of the Updated Confidential Labour Relations Strategy Appendix (the  
Appendix)**

We are counsel to Hydro One, the applicant in the above-referenced proceeding. On October 25, 2021, the Ontario Energy Board (OEB) issued its decision on confidential treatment of the Appendix, among other things. The OEB found that the Appendix, other than the first paragraph of the introduction, shall be treated as confidential as it contains specific labour relations strategy and objectives associated with upcoming negotiations with the unions, disclosure of which could prejudice Hydro One’s position in these negotiations. Regarding the introduction of the Appendix, the OEB found that the first paragraph (Lines 3 to 7) did not require confidential treatment and directed Hydro One to file it on the public record. In accordance with the OEB’s decision, the updated Appendix is provided in Appendix A below.

Yours truly,



Charles Keizer

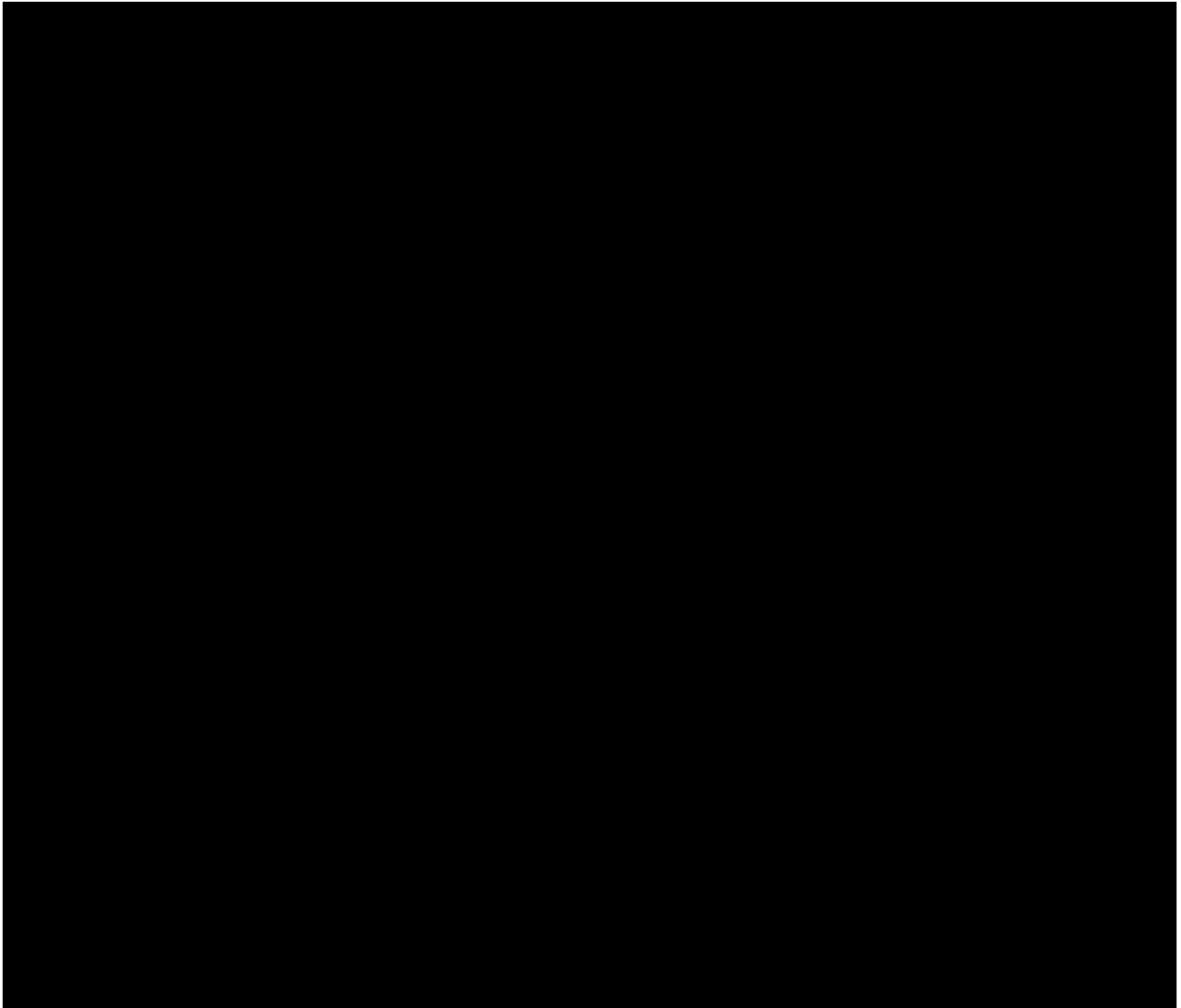
cc: Hydro One

**APPENDIX 'A'**

**CONFIDENTIAL LABOUR RELATIONS (LR) STRATEGY (PART OF PLAN TO  
ACHIEVE MARKET COMPENSATION)**

**1.0 INTRODUCTION**

This appendix outlines the key elements of Hydro One's labour relations (LR) strategy for upcoming rounds of collective bargaining, as part of its continuing plan to achieve market levels of compensation. This appendix highlights various considerations, factors that impact Hydro One's negotiating power, and other points which inform the LR strategy going forward.



Filed: 2021-07-30

EB-2021-0110

Exhibit E

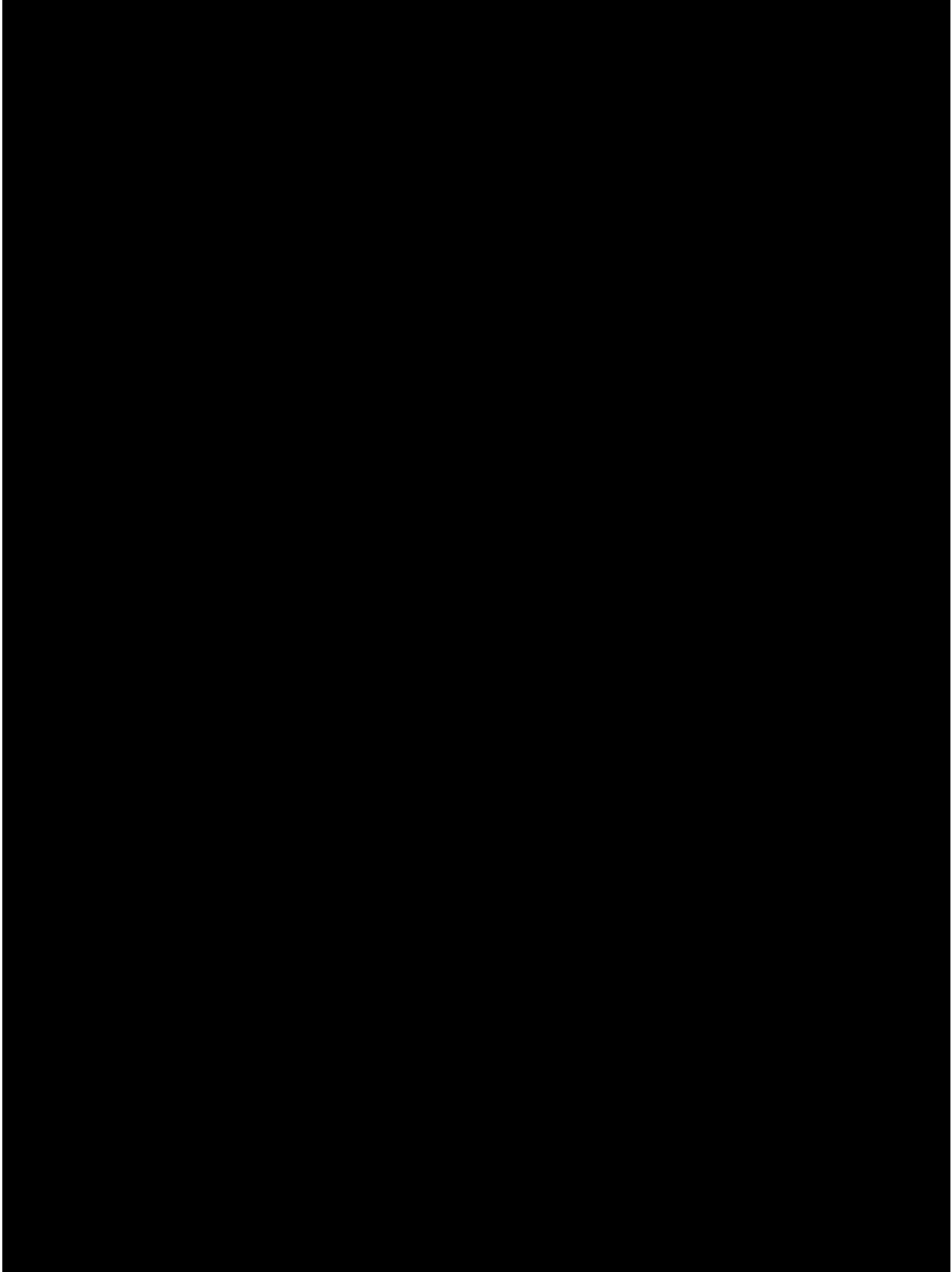
Tab 6

Schedule 1

Attachment 5

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Exhibit E

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Exhibit E

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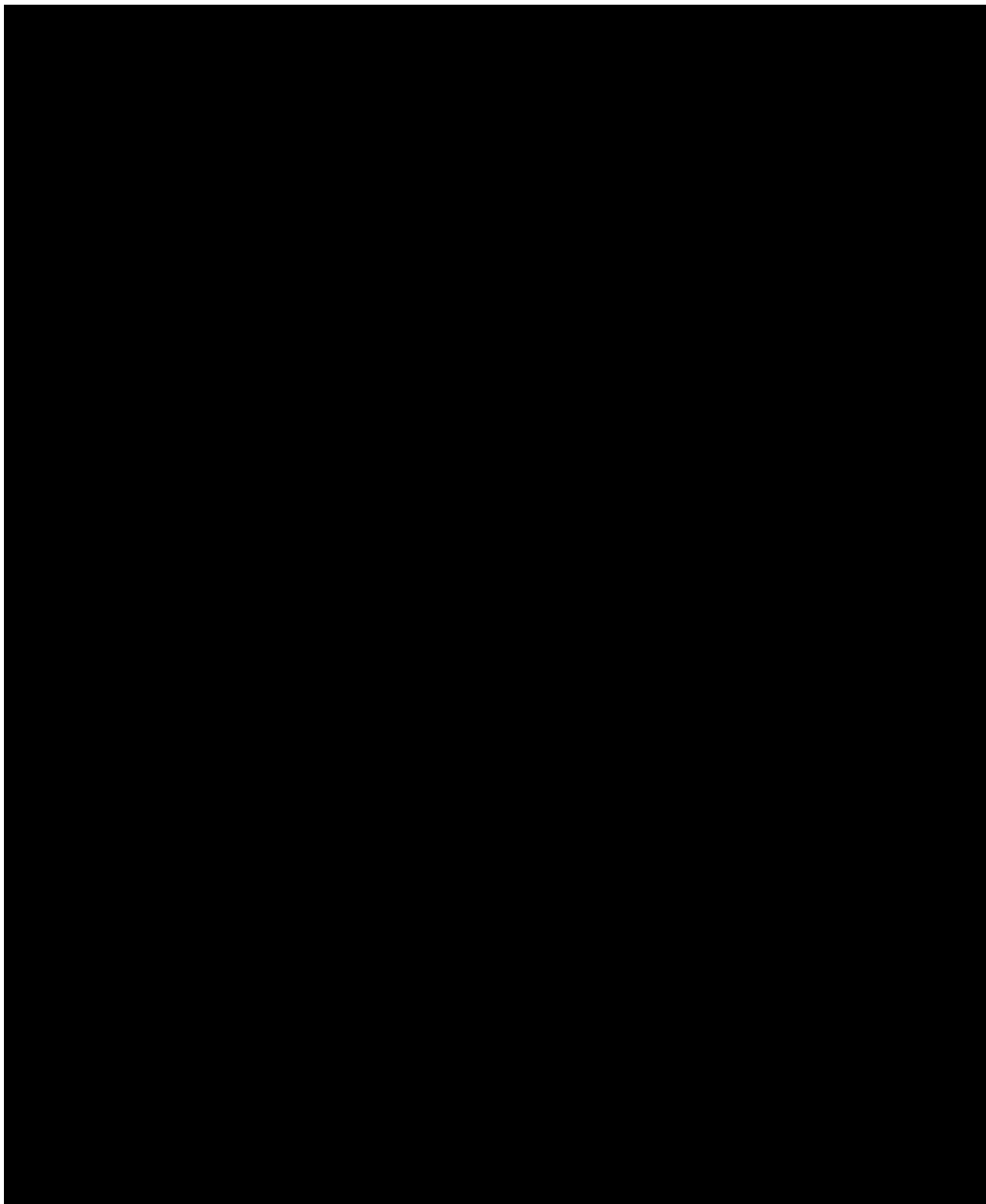
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