

1 Q. **Reference: NP-NLH-052, Issue Topic: Operating Efficiencies.**

2 Please extend Table 2 to detail any labour increases provided to employees beyond General
3 Economic Increases and Wage Rate Increases (e.g., promotions, salary band progression,
4 position step increases, etc.).

5

6

7 A. Please refer to NP-NLH-145, Attachment 1 detailing labour increases provided to employees
8 beyond general economic increases.

Table 1: Annual Percentage Base Salary Increases

Year	Reason	Effective Date	Matrix
Executive¹			
2023	General Economic Increase	1-Jan-23	2%
	Average Salary Band Progression ³	1-Apr-23	3.6%
2024	General Economic Increase	1-Jan-24	0%
	Average Salary Band Progression ³	1-Apr-24	3.3%
2025	General Economic Increase	1-Jan-25	6% ²
	Average Salary Band Progression ³	1-Apr-25	4.9%
2026	General Economic Increase	1-Jan-26	0%
	Average Salary Band Progression ³	1-Apr-26	4.2%
Management			
2023	General Economic Increase	1-Jan-23	2%
	Average Salary Band Progression ³	1-Apr-23	1.0%
	Promotion ⁴	2023	0.4%
2024	General Economic Increase	1-Jan-24	4%
	Average Salary Band Progression ³	1-Apr-24	1.4%
	Promotion ⁴	2024	0.3%
2025	General Economic Increase	1-Jan-25	4%
	Average Salary Band Progression ³	1-Apr-25	1.4%
	Promotion ⁴	2025	0.7%
2026	General Economic Increase	1-Jan-26	0%
	Average Salary Band Progression ³	1-Apr-26	1.6%
	Promotion ⁴	2026	0.3%
Union			
2023	Wage Rate Increase	1-Apr-23	2%
2023	Position Step Increase ⁵	2023	5%
2024	Wage Rate Increase	1-Apr-24	4%
2024	Position Step Increase ⁵	2024	5%
2025	Wage Rate Increase	1-Apr-25	4%
2025	Position Step Increase ⁵	2025	5%
2026	Wage Rate Increase	1-Jan-26	1%
2026	Position Step Increase ⁵	2026	5%

¹ Excludes the President/Chief Executive Officer.

² As per Order in Council OC2025-085, reflective of a two percent general economic increase for each years 2022, 2024 and 2025, but effective January 1, 2025 and not applied retroactively.

³ Average Salary Band progression is provided April 1 of each year. The percentage increase listed is the average percent increase for the Management group, as opposed to the percent increase received by the individual eligible employees.

⁴ Promotions happen throughout the year, and the percentage increase listed is the average percent increase for the Management group, as opposed to the percent increase received by the individual employees.

⁵ Position step increases of 5% per eligible unionized employee. Step increases are only applied to IBEW 1615 - Office Workers Unit.