

1 **Q. Newfoundland Power states "[c]ompared to other electric utilities, Newfoundland**
2 **Power's service territory contains some of the most severe wind and ice conditions**
3 **for populated regions of Canada.**

- 4
- 5 a) **Please comment on whether working in extreme weather and/or geographic**
6 **conditions warrants higher pay in comparison to jurisdictions with less extreme**
7 **weather and geography.**
 - 8 b) **Please comment on whether Newfoundland Power employees have an expanded**
9 **scope of work compared to employees of other utilities, such as being required to**
10 **work on live or energized lines. If so, please comment on whether an expanded**
11 **scope of work warrants higher pay in comparison to other jurisdictions.**
 - 12 c) **Given Newfoundland Power's reported SAIDI, SAIFI and CAIDI results, would**
13 **Newfoundland Power agree that its workforce contributes to Newfoundland**
14 **Power performing better than the average reported by members of the**
15 **Canadian Electricity Association?**

16

17 A. a) Newfoundland Power does not provide higher pay for working in locations with
18 severe weather and geographic conditions. Climatic and geographic conditions do
19 not appear to be a consideration in determining pay among Canadian utilities. Other
20 Canadian utilities that use the severe weather load standards in distribution and
21 transmission line design do not provide higher pay for employees who work in severe
22 weather locations. Accordingly, Newfoundland Power does not consider higher pay
23 for working in extreme and/or geographic conditions to be warranted.

- 24
- 25 b) Newfoundland Power unionized employees, specifically, Power Line Technicians, do
26 not have an expanded scope of work compared to Power Line Technicians at other
27 utilities. Power Line Technicians employed at other Atlantic Canada utilities have
28 similar job descriptions to those employed by the Company and are tasked with
29 similar duties and responsibilities.

30

31 Attachment A is a Newfoundland Power job description of the duties and
32 responsibilities of a Power Line Technician.

33

34 Attachment B is a recent Newfoundland and Labrador Hydro job posting for the
35 position of Power Line Technician.

36

37 Attachment C is a recent Nova Scotia Power job posting for the position of Power
38 Line Technician

39

40 Attachment D is a Maritime Electric job description of the duties and responsibilities
41 of a Power Line Technician.

42

43 Attachment E is an NB Power job description of the duties and responsibilities of a
44 Power Line Technician.

1 Currently, Power Line Technicians working at all of the other Atlantic Canada
2 utilities work on live or energized lines, with the exception of Newfoundland and
3 Labrador Hydro. It is Newfoundland Power's understanding that Newfoundland and
4 Labrador Hydro is presently training its Power Line Technicians to resume live line
5 work in the near future.
6

7 c) Newfoundland Power believes that *all* of its workforce are contributors to corporate
8 performance. This is part and parcel of the Company's overall management of its
9 operations in a manner consistent with the delivery of safe and reliable service to
10 customers at least cost.
11

12 System reliability largely reflects the general condition of the electrical system.
13 Deteriorated or defective equipment is more prone to failure and more likely to result
14 in customer outages.
15

16 A review of Newfoundland Power's operations in 2014 found the Company uses an
17 effective combination of periodic inspection, maintenance and capital programs, and
18 that these programs have materially contributed to improved reliability.¹ The review
19 also found the numbers and locations of field personnel assigned to outage response
20 duties are appropriate in meeting outage-related needs.² This substantiates that
21 Newfoundland Power has managed its workforce in a manner that maintains
22 reasonable levels of system reliability and responsiveness to customer outages.

¹ See Liberty Consulting Group, *Report on Island Interconnected System to Interconnection with Muskrat Falls Addressing Newfoundland Power*, page ES-2.

² See Liberty Consulting Group, *Report on Island Interconnected System to Interconnection with Muskrat Falls Addressing Newfoundland Power*, page A-5.

PLT Job Description for Newfoundland Power

Job Description

WHENEVER. WHEREVER.
We'll be there.

NEWFOUNDLAND
POWER
A FORTIS COMPANY

POWERLINE TECHNICIAN

This position is responsible for installing and maintaining energized and de-energized power lines at various voltages; interpreting single line drawings and specifications; inspecting and maintaining tools, equipment, and vehicles used to carry out line work; and performing other duties related to this position.

Qualifications include: Powerline Technician Operating Red Seal Certificate and a valid class 3 motor vehicle drivers' license with air brake endorsement; demonstrated excellent knowledge, and solid understanding of the Company's safety procedures, standards and work methods. The incumbent shall be a highly motivated team player who consistently displays initiative and productivity in the job duties.

The incumbent must possess a strong commitment to safety and customer service, an excellent work ethic, and effective interpersonal and communication skills. Must also possess strong computer skills and ability to execute technical tasks with precise attention to detail. Excellent planning and organizational skills are essential to the position.

There is a residency requirement for this position and compensation is per the current Collective Agreement.

Offering challenging careers in a values-rich culture:



Safety



Service



Innovation



Teamwork



People



Respect



PLT Job Posting for Newfoundland and Labrador Hydro



Competition Number: NLH-18-089
Closing Date: August 16, 2018
Line of Business: Newfoundland and Labrador Hydro
Work Location: Whitbourne

Opportunities, Growth, Job Satisfaction...Join the Hydro Team.

Newfoundland and Labrador Hydro is focused on delivering safe, reliable service to power our customers. We are a company of people who work hard behind the scenes for our customers, the people and businesses of this province. We pride ourselves on being strong and steady, tried and true; while innovating in our approaches to our business. We value our employees, we take care of each other, we recognize excellence, we respect individuality and we work hard to create an inclusive and welcoming workplace. People who work at Hydro feel like they're part of a community and we give back to the communities where we live and work to make them stronger.

We're looking for passionate and performance focused people – people who want to make a difference for our customers and who share our values.

Line Worker A

Competition #: NLH-18-089
 Location: Whitbourne

You will perform maintenance and construction using rubber gloves, cover-up and hot stick and cold methods on all transmission and distribution lines and associated equipment. You will perform troubleshooting, testing, inspecting and preventative maintenance on all lines, buses and disconnects. You may be required to operate boom trucks, muskegs, aerial equipment, tracked equipment and all terrain equipment, as well as, all other duties related to or associated with this classification.

You are responsible for personal safety and that of co-workers by observing and promoting the company's Safety and Health Program and responsible for any environmental aspects of the job and performing work in an environmentally responsible manner.

You have graduated high school supplemented with the journey person operating line worker program and have one year experience in line maintenance following certification, or have completed the company's apprenticeship program. You should also have a thorough knowledge of all regulations and safety rules, and must possess and maintain an appropriate valid driver's license.

CLOSING DATE: August 16, 2018

Newfoundland and Labrador Hydro manages our province's electricity system. We are a company of people who work hard behind the scenes because we know our customers are counting on us. Through our generation, transmission and distribution operations, we're committed to meeting the needs of our customers and providing residents, businesses and communities across the province with safe, reliable power. For more information, visit www.nlhydro.com.

Our company values diversity and inclusion in the workplace and encourages applications from diverse candidates, including women, Indigenous peoples, persons with disabilities and members of visible minorities.

Submit your application online. Please quote the competition number with your application. We thank all applicants for their interest; however, only those considered for an interview will be contacted.

[Apply Now](#)

PLT Job Posting for Nova Scotia Power

**NOVA SCOTIA POWER
JOB AD**

Accountabilities: As a member of the Field Operations team, you will be responsible to perform all aspects of line maintenance, construction, customer service work including one-man work and response, while ensuring compliance with safe work methods and practices. You will be required to participate in competency based training, regulatory training and be willing to participate in on-the-job training or training programs that support the development of additional skills.

You may be temporarily assigned to other locations to assist other areas when required and will be expected to travel throughout the province.

You will be responsible for your personal safety and that of co-workers, by observing and ensuring compliance with all Occupational Health and Safety Rules and Regulations. You will be accountable for environmental performance as it relates to the environmental management system processes and initiatives.

This position is considered a safety sensitive position. As such, the successful candidate must comply with the Emera Alcohol and Drug Policy which requires a confidential pre-employment alcohol and drug test in accordance with the Emera Alcohol and Drug Procedure.

Your primary residence must be located within 30 minutes of headquarters and you will be available for after hour emergency service restoration, including rotational standby duty and one-man work.

Skills, Capabilities and Experience: You must possess an Inter-provincial Red Seal Powerline Technician Certificate and be proficient in Powerline Technician skills. You must hold a valid Class 3 Nova Scotia Driver's License with a minimum of 2 years driving experience and provide a driver's abstract satisfactory to NSPI. You have proven troubleshooting and problem resolution skills and the flexibility and ability to adapt to rescheduled assignments. You must be a strong team player with excellent interpersonal skills and the ability to deal with multiple tasks and demands. If no qualified candidates apply, consideration will be given to Powerline Technician Apprentices in their final year of apprenticeship.

At Nova Scotia Power, we value employee safety above any business interest. In accepting this offer, you will be asked to complete a Medical Assessment to ensure you can conduct the physical demands of the position. You will only be evaluated on the bona-fide job requirements of your position and the information will be maintained in your medical file as a condition of employment.

**NOVA SCOTIA POWER
JOB AD**

Work Conditions and Physical Capabilities:

- Must be able to lift 55 lbs. from the floor to an overhead height on an occasional basis
- Occasionally carry items with one or two hands that weigh between 33-55 lbs. which could include ladders, with the ability to push and pull up to 20 lbs. with upper and whole body strength
- Possess the grip strength to pinch and perform power grasp tasks
- Perform static reaching frequently from waist level to overhead
- Perform bending, stooping, squatting, crouching, kneeling, and forward flexion on a minimal basis
- Perform tasks that include balancing, neck flexion, and side neck flexion on an occasional basis
- Must possess the ability to stand, walk, sit, climb ladders and stairs, rotate and extend neck movement and use a range of finger dexterity on frequent basis in order to perform tasks during the duration of the shift

Reports to: T&D Supervisor

Form of Application: Click the APPLY button at the end of the online job posting. Complete all required information fields, and copy and paste your covering letter and resume into the online form.

Salary: \$39.86 per hour as per the NSPI/IBEW Collective Agreement.

Must Be Received By: All interested candidates should apply no later than **August 16, 2018.**

Late applications may not receive consideration.

Recruitment and Promotion Policy: When filling vacant positions, we are determined to hire the best candidates available. We're committed to providing employees with a fair and equal opportunity to compete for jobs. Hiring and promotion of employees is based on skills, capabilities, knowledge and demonstrated abilities.

We value diversity in the workplace and strongly encourage applications from all qualified candidates including African Nova Scotians and other members of the visible minority community, Aboriginal peoples, persons with disabilities, and women in non-traditional roles.

Normally, unless otherwise requested in advance, the supervisors of internal candidates selected for an interview will be contacted in order to facilitate scheduling of the interviews. The supervisor will maintain the confidentiality of the employee's application.

PLT Job Description for Maritime Electric

**MARITIME ELECTRIC
POWER LINE TECHNICIAN**

Position Title: Power Line Technician
Department: Transmission & Distribution
Reporting To: District Superintendent
Last Revised: February 2010

POSITION SUMMARY:

The POWER LINE TECHNICIAN will be responsible for construction, maintenance and repair of electrical and telecommunication line equipment.

MINIMUM POSITION REQUIREMENTS:**Education & Training:**

Graduate as a Power Line Technician from an accredited Indentured/Apprenticeship Program.

Skills & Knowledge:

- Working knowledge of computers and computer applications related to the position.
- The ability to apply problem solving skills in the day to day requirements of the position.
- Must possess a good working technical knowledge of line construction and associated electrical work.

License Requirements:

In possession of a valid Class 3A drivers license for PEI.

PRIMARY DUTIES & RESPONSIBILITIES:

The POWER LINE TECHNICIAN duties & responsibilities include:

1. Maintain and manage pertinent information and records required to support T&D Operations.
2. Provide appropriate service to external/internal customers in T&D Operations.
3. Erect and maintain telecommunication and power lines (poles, conductors, fusing, transformers, and the usual line or telecommunication equipment) in an efficient manner.
4. Capable of preparing written reports, to work from simple drawings and specifications and have sufficient technical knowledge to understand simple electrical work, transformer connections, single phase meter connections, and the electrical circuits on which he/she may work.
5. Shall be able to work on live wires of high voltage under approved work methods and procedures.
6. Operate all tools & equipment required to perform the job in a safe manner.

SECONDARY DUTIES & RESPONSIBILITIES:

1. Ensure procedures are followed to comply with MECL and OHS legislation.
2. Other duties related to the position.

SUPERVISION/GUIDANCE REQUIREMENTS:

1. Must be capable of supervising apprentices and assisting employees in other classifications.
2. Shall be able to work without direct supervision.

COMMUNICATION REQUIREMENTS:

1. Good communication skills with customers, both internal and external.
2. Must demonstrate proficiency in oral and written communications.
3. Shall be able to use the MECL Radio System.

OTHER REQUIREMENTS:

1. Must be of good character, mentally alert, courteous & physically capable of performing the job requirements.

PLT Job Description for NB Power

**NB POWER
JOB DESCRIPTION
Power Line Technician**

Job Code: S079

Job Family: Operations Line Trade

REPORT TO TITLE: General Foreman or Operations Supervisor

1. SCOPE OF POSITION

Summarize the overall function and purpose of this position and identify the impact on the rest of the organization.

The Power Line Technician is responsible for the safe and efficient construction, operation and maintenance of the distribution system, both overhead and underground; and for the safe and efficient operation and emergency maintenance of the transmission system within an allocated area.

Supervision is not normally a part of this position, however, the incumbent is required to act as a mentor to more junior positions and may be requested to act or relieve in a supervisory capacity.

2. DIMENSIONS OF POSITION

Accountable budget dollars, explain the role of position to dollars, etc.

3. FORMAL EDUCATION AND TRAINING

What is the minimum level of education required to perform the tasks of this position? Include the kinds of knowledge, specialized training or formal education requirements as well as any required licenses.

- Must have completed a 4 year powerline technician apprenticeship program

4. LEADERSHIP/HUMAN RELATIONSHIP COMPONENTS

What is the minimum level of human relation skills, including leadership training required?

This position requires demonstrated leadership capabilities using information effectively, motivating employees, valuing individual contributions and creating a sense of team.

5. EXPERIENCE

What are the minimum experience requirements for an employee to effectively perform the major duties of this position? Experience qualifications should include number of years of related experience within key areas.

- 4 years of progressive hands on experience during apprenticeship

Providing a safe work environment, managing the diversity of the Workplace and fostering an environment conducive to the employee well-being are responsibilities integral to every employee's job. 1

**NB POWER
JOB DESCRIPTION
Power Line Technician**

Job Code: S079

Job Family: Operations Line Trade

KEY RESPONSIBILITIES

Key Responsibility
Customer Service

Construction, Operation and
Maintenance of the Distribution
System

Training

Typical Activity

- Participate in the "on-call" roster and respond to trouble calls as required.
- Construct overhead and underground distribution systems as per established Engineering and Construction Standards and Practices.
- Patrol, inspect and operate pole mounted, surface mounted, terminal and switchgear protective equipment on both the distribution and transmission systems.
- Carry out preventative and emergency maintenance on the distribution and 69 kV transmission systems, including the inherent risk of danger of live line maintenance, using the live line tool, rubber glove and bare hand work methods.
- Operate and carry out emergency maintenance on the transmission system, 138 kV, 230 kV and 345 kV, including call-outs in extreme weather conditions, assessment of outages and remedial action to restore distribution and transmission systems.
- Operate associated line construction vehicles and equipment including highway, off-road and hydraulic.
- Assist in providing practical, on-the-job training as required for trainees.