UNDERTAKING J8.6

Undertaking

To provide OPG’s best estimate of impact of adjusting labour costs to the 75th percentile or to the 50th percentile.

Response

The attached table provides the difference between OPG average salaries for represented staff and the 75th and 50th percentiles from the information provided by Towers Perrin based on their 2009 survey. The information in the chart below represents only 28% of the incumbents in union-represented jobs in OPG’s regulated businesses (2804 staff out of 10003 incumbents). OPG does not have information that would allow it to calculate the difference between existing average salaries and the 75th or 50th percentile for the remainder of its represented incumbents.

In order to get to the 75th percentile for these occupations approximately $16M would need to be removed from the payroll. To move to the 50th percentile for these occupations would require removing approximately $37.7M from the payroll.

Two occupations (9 incumbents) have been removed from the list because the jurisdiction of these occupations has changed to Management since the survey was conducted.

The following table indicates the differences between OPG average salaries and the 75th and 50th percentiles from the information provided by Towers Perrin based on their 2009 survey.
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Representation</th>
<th>Count Of Employee Number</th>
<th>OPG Salary Variance from 75th Percentile</th>
<th>OPG Average to 75th (Total Cost)</th>
<th>OPG Salary Variance from 50th Percentile</th>
<th>OPG Average to 50th (Total Cost)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operation Technician - Senior</td>
<td>PWU</td>
<td>336</td>
<td>-13%</td>
<td>$3,903,388.26</td>
<td>2%</td>
<td>$(464,947.74)</td>
</tr>
<tr>
<td>Operating Technician - Entry</td>
<td>PWU</td>
<td>166</td>
<td>-14%</td>
<td>$1,295,125.08</td>
<td>-3%</td>
<td>$270,407.08</td>
</tr>
<tr>
<td>Senior Business Developer</td>
<td>Society</td>
<td>5</td>
<td>-16%</td>
<td>$95,252.42</td>
<td>2%</td>
<td>$(11,062.58)</td>
</tr>
<tr>
<td>Project Financial Analyst - Senior</td>
<td>Society</td>
<td>25</td>
<td>-5%</td>
<td>$135,072.05</td>
<td>2%</td>
<td>$(64,077.95)</td>
</tr>
<tr>
<td>Project Financial Analyst - Fully Qualified</td>
<td>Society</td>
<td>18</td>
<td>-10%</td>
<td>$142,576.25</td>
<td>1%</td>
<td>$(8,659.75)</td>
</tr>
<tr>
<td>Engineer - Specialist or Group Leader</td>
<td>Society</td>
<td>19</td>
<td>10%</td>
<td>$(221,077.94)</td>
<td>15%</td>
<td>$(322,993.94)</td>
</tr>
<tr>
<td>Engineer - Fully Qualified</td>
<td>Society</td>
<td>684</td>
<td>15%</td>
<td>$(10,446,487.40)</td>
<td>21%</td>
<td>$(14,413,003.40)</td>
</tr>
<tr>
<td>Engineer - Developmental</td>
<td>Society</td>
<td>140</td>
<td>18%</td>
<td>$(2,213,733.43)</td>
<td>22%</td>
<td>$(2,722,493.43)</td>
</tr>
<tr>
<td>Engineer - Entry</td>
<td>Society</td>
<td>205</td>
<td>14%</td>
<td>$(2,234,514.30)</td>
<td>20%</td>
<td>$(3,154,759.30)</td>
</tr>
<tr>
<td>Technologist - Advanced Specialist or Supervisor</td>
<td>Society</td>
<td>1</td>
<td>11%</td>
<td>$(13,069.34)</td>
<td>15%</td>
<td>$(17,302.34)</td>
</tr>
<tr>
<td>Technologist - Fully Qualified</td>
<td>PWU</td>
<td>327</td>
<td>8%</td>
<td>$(2,239,363.90)</td>
<td>17%</td>
<td>$(4,880,869.90)</td>
</tr>
<tr>
<td>Technologist - Developmental</td>
<td>PWU</td>
<td>4</td>
<td>5%</td>
<td>$(15,057.81)</td>
<td>16%</td>
<td>$(46,269.81)</td>
</tr>
<tr>
<td>Technologist - Entry</td>
<td>PWU</td>
<td>31</td>
<td>12%</td>
<td>$(269,434.81)</td>
<td>25%</td>
<td>$(544,342.81)</td>
</tr>
<tr>
<td>Senior Daily Trader/Power Trader</td>
<td>Society</td>
<td>6</td>
<td>15%</td>
<td>$(121,029.95)</td>
<td>29%</td>
<td>$(237,111.95)</td>
</tr>
<tr>
<td>Environment - Fully Qualified</td>
<td>Society</td>
<td>1</td>
<td>24%</td>
<td>$(25,177.51)</td>
<td>35%</td>
<td>$(36,090.51)</td>
</tr>
<tr>
<td>Industrial Nurse</td>
<td>Society</td>
<td>17</td>
<td>-7%</td>
<td>$(104,508.04)</td>
<td>-3%</td>
<td>$(42,151.95)</td>
</tr>
<tr>
<td>Safety - Advanced Specialist or Supervisor</td>
<td>Society</td>
<td>14</td>
<td>4%</td>
<td>$(54,916.74)</td>
<td>11%</td>
<td>$(164,704.74)</td>
</tr>
<tr>
<td>Safety - Specialist or Group Leader</td>
<td>Society</td>
<td>1</td>
<td>18%</td>
<td>$(20,957.31)</td>
<td>20%</td>
<td>$(24,153.31)</td>
</tr>
<tr>
<td>Purchasing Supervisor</td>
<td>Society</td>
<td>1</td>
<td>14%</td>
<td>$(16,765.09)</td>
<td>17%</td>
<td>$(20,380.09)</td>
</tr>
<tr>
<td>Junior Buyer</td>
<td>PWU</td>
<td>48</td>
<td>3%</td>
<td>$(103,472.23)</td>
<td>23%</td>
<td>$(779,792.23)</td>
</tr>
<tr>
<td>Fleet Manager</td>
<td>Society</td>
<td>1</td>
<td>2%</td>
<td>$(2,072.04)</td>
<td>10%</td>
<td>$(11,188.04)</td>
</tr>
<tr>
<td>Regulatory Analyst - Specialist or Group Leader</td>
<td>Society</td>
<td>3</td>
<td>9%</td>
<td>$(31,427.51)</td>
<td>17%</td>
<td>$(61,688.51)</td>
</tr>
<tr>
<td>Regulatory Analyst - Fully Qualified</td>
<td>Society</td>
<td>2</td>
<td>4%</td>
<td>$(19,944.79)</td>
<td>5%</td>
<td>$(14,568.79)</td>
</tr>
<tr>
<td>Warehouse Supervisor</td>
<td>Society</td>
<td>10</td>
<td>16%</td>
<td>$(189,269.79)</td>
<td>30%</td>
<td>$(354,969.97)</td>
</tr>
<tr>
<td>Maintenance Supervisor</td>
<td>Society</td>
<td>196</td>
<td>12%</td>
<td>$(2,758,736.69)</td>
<td>21%</td>
<td>$(4,867,500.69)</td>
</tr>
<tr>
<td>Maintenance Technician - Dual Trade</td>
<td>PWU</td>
<td>429</td>
<td>-1%</td>
<td>$203,645.03</td>
<td>7%</td>
<td>$(2,667,651.97)</td>
</tr>
<tr>
<td>Maintenance Planner</td>
<td>Society</td>
<td>23</td>
<td>19%</td>
<td>$(512,173.55)</td>
<td>38%</td>
<td>$(1,038,597.55)</td>
</tr>
<tr>
<td>Labourer</td>
<td>PWU</td>
<td>91</td>
<td>11%</td>
<td>$(549,639.64)</td>
<td>21%</td>
<td>$(1,058,875.64)</td>
</tr>
</tbody>
</table>

2804 $ (16,166,704.82) $ (37,670,924.82)