

**COMPARISON OF WAGES AND SALARIES**

**1.0 REGIONAL MAINTAINER LINES – (PWU-REPRESENTED)**

The following summarizes the key elements of this job classification and related compensation:

- works on transmission and distribution lines and associated apparatus using a range of mechanical and electrical skills and knowledge.
- Grade 12 plus six-year apprenticeship.

**Table 1**

Year	Total Wages	Base	Overtime	Incentive	Other*
2004	\$98,822	\$67,987	\$26,377	\$2,483	\$1,975
2005	\$102,325	\$70,208	\$29,186	\$760	\$2,170
2006	\$111,439	\$74,117	\$34,639	\$0	\$2,683
2007	\$114,782	\$76,340	\$35,679	\$0	\$2,764
2008	\$118,226	\$78,630	\$36,749	\$0	\$2,847

NOTE: all of the above are average dollars.

**2.0 SOCIETY REPRESENTED MP4 (Example -ENGINEER – JOURNEYPERSON LEVEL )**

The following summarizes the key elements of this job classification and related compensation:

- Professional Engineer with 8-10 years experience;

- participates in the design and development of strategies and proposes effective recommendations related to the application and design and performance of various systems, e.g., electrical power systems/telecommunication;
- provides technical guidance and supervision to technical staff.

**Table 2**  
**Annual Salary (MP4)**

Year	Total Wages	Base	Overtime	Incentive	Other*
2004	\$96,423	\$85,578	\$8,028	\$0	\$2,817
2005	\$69,200	\$62,420	\$3,125	\$0	\$3,656
2006	\$95,524	\$92,564	\$1,207	\$0	\$1,753
2007	\$98,390	\$95,341	\$1,243	\$0	\$1,806
2008	\$101,342	\$98,202	\$1,281	\$0	\$1,860

NOTE: - 2005 results are lower due to the impact of the labour strike.

- all of the above are average dollars.

### **3.0 MANAGER – BAND 7 (MANAGEMENT COMPENSATION PLAN)**

The following summarizes the key elements of this job classification and related compensation:

- university degree with several years experience;
- provides direction with respect to corporate strategies and policies, budget and programs, compliance and performance targets and expectations of continuous improvement;
- manages the coordination of work activities of supervisory professional staff;
- coordinates the activities of others in the performance of technical projects related to program processes, technical/operational business standards and procedures.

**Table 3**  
**Annual Salary**

<b>Year</b>	<b>Total Wages</b>	<b>Base</b>	<b>Overtime</b>	<b>Incentive</b>	<b>Other*</b>
2004	\$107,813	\$90,068	\$423	\$11,620	\$5,702
2005	\$107,938	\$89,136	\$1,187	\$7,806	\$9,808
2006	\$114,332	\$96,066	\$222	\$3,139	\$14,905
2007	\$117,762	\$98,948	\$0	\$11,200	\$7,615
2008	\$121,295	\$101,916	\$0	\$11,600	\$7,779

NOTE: all of the above are average dollars.

\* Other includes: travel time, vacation bonus, unused vacation days paid out, standby allowance, shift allowance, vacation pay on termination, depending on the nature of the position.