

**Operating Expenses MFR 6**

**Provide details of the contracted wage settlements currently in place.**

Manitoba Hydro has the following firm wage commitments in place:

January 1, 2016:

- 2.5% general wage increase for CUPE, AMHSSE, UNIFOR, and Corp Exempt staff (excluding the Executive)

In addition to contracted wage settlements, employees may be eligible to receive performance pay or salary progression through pay schedules assigned to their respective job classification and jurisdiction. Performance pay and salary progression, combined with contracted wage settlements has resulted in an overall wage increase of 3 to 4% annually.

Manitoba Hydro has reached a tentative settlement with IBEW with respect to wage commitments for the next three years. Results of the ratification process are expected to be known by the Corporation by mid-January of 2016.