

# BC Hydro Fiscal 2022/23 Pay Transparency Report

## Employer Details

<b>Employer:</b>	BC Hydro
<b>Address:</b>	333 Dunsmuir, Vancouver, BC, V6B 5R3
<b>Time Period:</b>	April 1, 2022 - March 31, 2023
<b>NAICS Code:</b>	22 - Utilities
<b>Number of Employees:</b>	1000+

### About BC Hydro's Workforce

BC Hydro generates, transmits, and distributes electricity to 95 per cent of the province of B.C., serving over five million people. Our workforce of approximately 7,700 employees spans a wide range of disciplines including a large number of highly technical and skilled trades roles to safely provide our customers with reliable, affordable, and clean electricity.

Over 2,500 women work at BC Hydro, and they are vital to our success. Men and women at BC Hydro are paid equally for doing the same jobs. However, women are underrepresented in higher-paying technical jobs, such as engineering and skilled trades, resulting in an overall average pay difference between men and women.

We've set a goal for our workforce to meet or exceed the representation in the available B.C. workforce by 2026 for women, Indigenous Peoples, visible minorities, and persons with disabilities. Please visit our [website](#) to learn more and see how we're doing.

### What is BC Hydro doing to reduce the pay difference?

The gender pay difference is due to underrepresentation of women in higher-paying technical and skilled trades jobs. This reflects the broader workforce available to hire from. For example, engineers are a significant portion of our workforce, but only 14% of engineers in B.C. are women limiting our ability to hire women into these higher-paying jobs. We're taking action to support and increase the number of women in technical and skilled trades jobs. Examples include:

- Setting goals to increase the recruitment and representation of women in STEM and trades roles at BC Hydro through education, support, and mentorship
- Promoting BC Hydro trades at schools with Women in Trades programs
- Providing inclusive leadership training for all managers and crew leads
- Creating connections so that each woman working in the trades at BC Hydro has a peer within the organization that they can speak to on any topic of concern
- Supporting our Women's Network, an employee-run volunteer organization that supports professional development and career networking
- Providing maternity and parental leave benefits

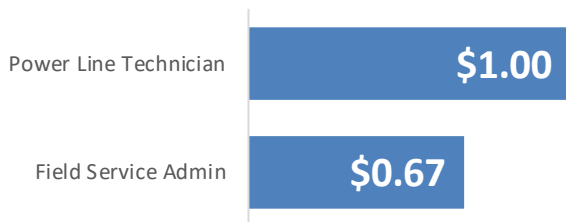


## Hourly Pay

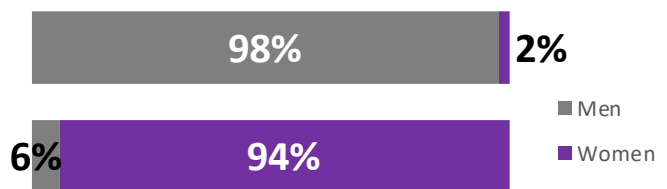
### Why is there a pay difference?

Men and women are paid the same at BC Hydro for doing the same jobs. For example, men and women power line technicians are paid the same hourly wage rate in accordance with their union collective agreement. However, we have a wide range of jobs with different pay rates. Women are underrepresented in higher-paying technical and skilled trades jobs which results in an overall average hourly pay difference. To illustrate, the following graphs show the average hourly pay differences between two of our most common jobs (power line technicians and field service administrators) and the gender representation in each. For every one dollar of hourly pay a power line technician makes on average, a field service administrator makes 67 cents. Only two per cent of power line technicians are women, while 94 per cent of field service administrators are women.

#### Mean hourly pay difference

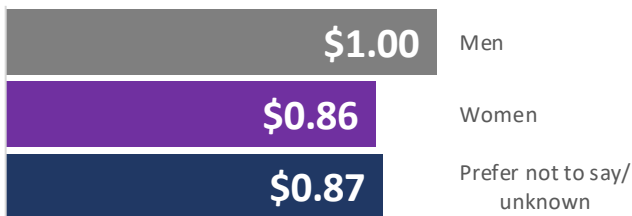


#### Gender representation

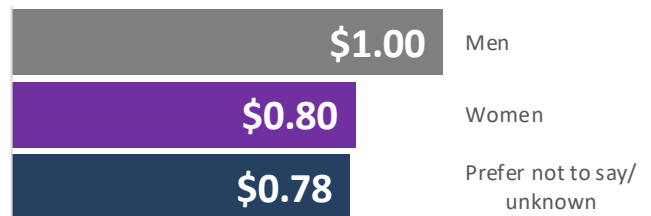


As a result of fewer women in the higher-paying technical and skilled trades jobs, such as power line technicians, and more women in lower-paying jobs, such as field service administrators, there is an overall average gender<sup>1</sup> pay difference.

#### Mean hourly pay<sup>2</sup> difference



#### Median hourly pay difference



#### Explanatory Notes

- BC Hydro collects employee gender info using the following four gender classifications:
  - Men
  - Women
  - Prefer not to say/unknown
  - Non-binary. Fewer than 10 employees reported their gender as non-binary and therefore that gender classification is not included in this report.
- Hourly pay includes salaries, wages, and premiums (e.g., shift premiums) earned for regular work hours.

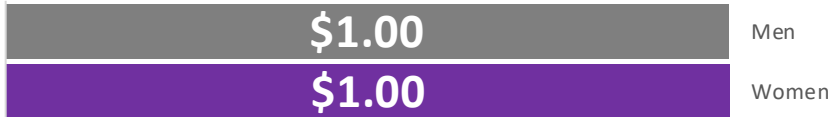


## Hourly Pay

### Are men and women paid equally for the same jobs?

Yes, men and women at BC Hydro are paid equally for doing the same jobs. For example, there is no difference in average hourly pay between men and women senior engineers, which is another common job at BC Hydro.

### Sr. Engineer mean hourly pay difference



Our union employees are paid the same rates in accordance with the wage rates and salary scales in their collective agreements. Salaries for non-unionized employees can vary based on factors like performance and time in role. However, there is little difference in average hourly pay between men and women at the different non-unionized salary grade levels, as shown in the graph below.

### Mean hourly pay differences by non-unionized salary grades<sup>3</sup>



#### Explanatory Notes

3. BC Hydro uses an eight-level salary grade structure (grades 40-47) for non-unionized jobs. The following are typical jobs at each salary grade:
  40. Administrative Assistants
  41. Administrative Assistants to Executives
  42. Engineer 1
  43. Engineer 2
  44. Sr. Engineers, and Operations Field Managers
  45. Specialist Engineers, and Operations Area Managers
  46. Principal Engineers, and Operations Regional Managers
  47. Directors



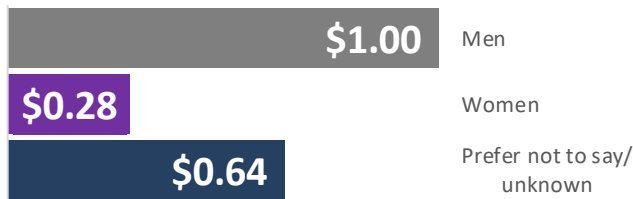
## Overtime Pay

### Who works overtime?

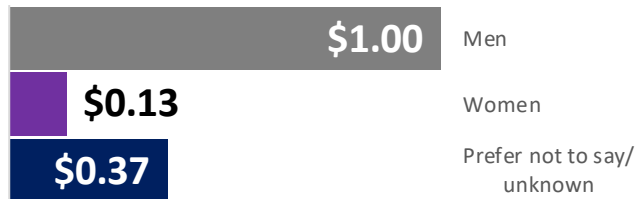
Overtime is primarily worked by unionized trades employees, such as power line technicians. These employees respond to outages and complete other necessary work outside regular hours to provide safe and reliable electricity to residents and businesses in B.C. 24 hours a day, seven days a week.

96% of unionized trades employees are men, and as a result men work significantly more overtime than women. Men and women are paid the same premium rates when working overtime in accordance with their collective agreements and the B.C. Employment Standards Act. Among those who worked overtime, women earned 28 cents in overtime pay for every one dollar earned by men on average. Men worked 301 overtime hours and women worked 93 overtime hours on average.

### Mean overtime pay difference<sup>4</sup>



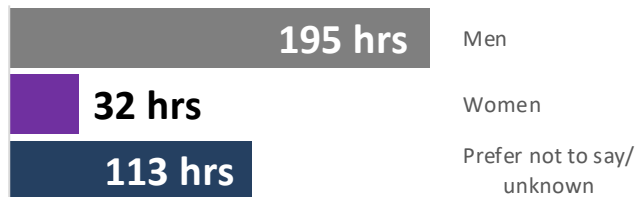
### Median overtime pay difference



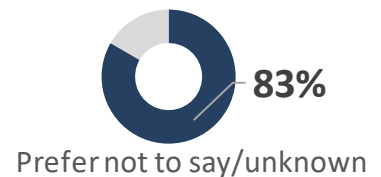
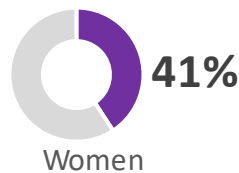
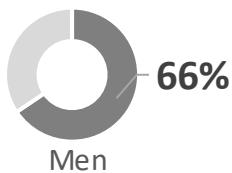
### Mean overtime paid hours



### Median overtime paid hours



### Percentage of employees in each gender category receiving overtime pay



#### Explanatory Notes

- Overtime pay includes all overtime paid, or previously banked and paid out, in the fiscal year reporting period. Overtime that was banked and taken as time off or not paid out within the fiscal year reporting period is excluded.

Calculations only include employees that received overtime pay in the fiscal year reporting period. Employees who had no overtime pay are excluded from the mean and median calculations.



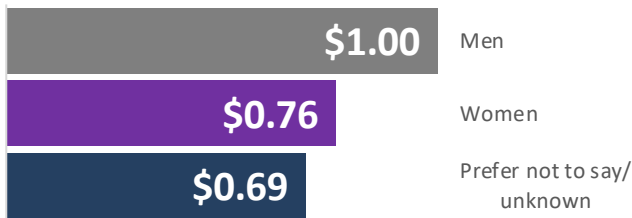
## Bonus Pay

### Who receives bonus pay?

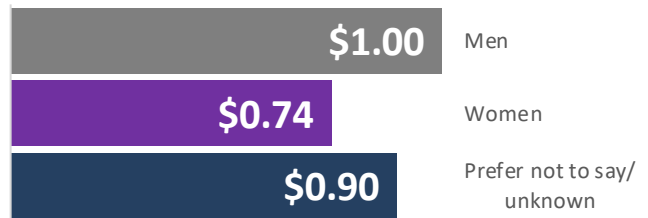
Bonus pay is not a significant element of BC Hydro's total rewards offer, accounting for approximately 1% of total payroll. Unionized employees participate in a modest gainsharing program and executives and senior managers receive incentive pay based on corporate and individual performance. Other managers and non-unionized employees at BC Hydro do not receive bonus pay. Among those who received bonus pay, women earned 76 cents in bonus pay for every one dollar earned by men on average.

Starting in fiscal 2023/24, unionized MoveUP employees will no longer receive gainsharing as negotiated in the last round of collective bargaining.

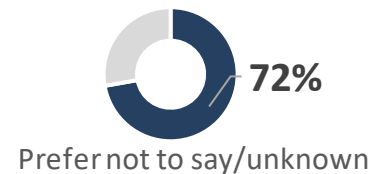
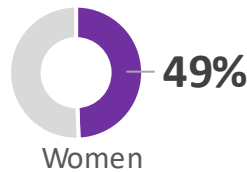
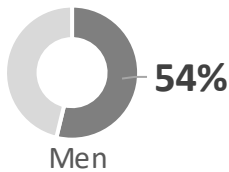
### Mean bonus pay difference<sup>5</sup>



### Median bonus pay difference



### Percentage of employees in each gender category receiving bonus pay



#### Explanatory Notes

- Calculations only include employees that received bonus pay in the fiscal year reporting period. Employees who had no bonus pay are excluded from the mean and median calculations.



## Percentage of each gender in each pay quartile

The following shows the percentage of women and men in each hourly pay quartile. There were 27% women and 73% men in the upper hourly pay quartile (top 25% of earners).

### Upper hourly pay quartile (highest paid)



### Upper middle hourly pay quartile



### Lower middle hourly pay quartile



### Lowest hourly pay quartile (lowest paid)

