

COMMUNICATIONS AGREEMENT

between

**THE ELECTRICAL TRADE BARGAINING AGENCY
OF THE ELECTRICAL CONTRACTORS
ASSOCIATION OF ONTARIO
and all other Signatories to this Agreement
(Hereinafter called the 'Contractor')**

And

**THE IBEW CONSTRUCTION COUNCIL OF ONTARIO
(Hereinafter called the 'Union')**

**Representing the following affiliated Local Unions,
105, 115, 120, 303, 353, 402, 530, 586,
773, 804 and 1687**

Expiry date: April 30, 2016

TABLE OF CONTENTS – COMMUNICATIONS WORK

SECTION 1	Inclusions.....	59
SECTION 2	Scope	59
SECTION 3	Classifications.....	59
SECTION 4	Employee Ratios	60
SECTION 5	Hiring and Layoff Procedure.....	60
SECTION 6	Hours of Work	61
SECTION 7	Moves, Adds, Changes and Work in Occupied Premises.....	61
SECTION 8	Wages	61
SECTION 9	Travel and Subsistence Allowances.....	62
SECTION 10	Tools	63
	Wages and Fringe Benefits Spreadsheets	64
SECTION 2100B	Signing Page	75
	Letters of Understanding	76

SECTION 1 - INCLUSIONS

100

In addition to Sections 1 - 21 of the Provincial Section of the Principal Agreement and Local Union Appendices, unless otherwise noted, this Section of the Agreement applies to any Contractor whose business includes the performance of work as described in Section 2 herein in the Province of Ontario.

SECTION 2 - SCOPE (COMPLEMENTS SECTION 200 OF THE PRINCIPAL AGREEMENT)

200

This Agreement covers all Employees of the Company engaged in the installation, maintenance, repair or service of all telephone interconnect and data systems including, but not restricted to, input data or voice lines, interface lines, acquisition lines, data reporting lines, local area networks, video distribution and related peripheral equipment for the above.

201

This Agreement does not cover work that properly comes under the work jurisdiction of IBEW members employed under the Provincial Section of the Principal Agreement.

Specifically the work not covered by this Agreement shall include but not be limited to the following:

The installations of all conduit, raceways, cable trays, and the pulling of all cables related to industrial process, building automated systems, fire and burglar alarms, and nurse call systems. The parties will give consideration to the above exclusions if the system is modified by changes in technology.

Electrical work not covered by the Agreement shall be covered by the terms and conditions of the Principal Agreement.

202

Should the Parties differ on the assignment of work as described above, the issue will be referred immediately to the Principals representing the ETBA and the IBEW/CCO.

If agreement cannot be reached the matter will be referred to the IBEW 1st District Vice President for final determination.

The work under dispute will continue to be performed by the Contractor until resolved as above. If the work under dispute is found to have been improperly assigned damages, if any, against the Contractor will be limited to the difference in wages between the Employees that performed the work and the Employees that should have performed the work.

SECTION 3 - CLASSIFICATIONS

300 EMPLOYEE CLASSIFICATIONS

- A. Communication Electrician
- B. Designated Senior Technician /Network Cabling Specialist
- C. Communication Technician /Network Cabling Specialist Level 3
- D. Communication Technician /Network Cabling Specialist Level 2
- E. Communication Technician /Network Cabling Specialist Level 1
- F. Apprentice Communication Technician Level 2
- G. Apprentice Communication Technician Level 1
- H. Communication Cable Installer

Any classification of Employee may be required to perform the work of a lesser qualified workman provided that his wage rate is maintained.

301 CLASSIFICATION DEFINITIONS

A. **Communication Electrician**

Communication Electrician shall be a Journeyman Electrician as defined under the *Trades Qualification and Apprenticeship Act or any successor legislation*. In addition to being capable of directing other Employees they shall be fully qualified in all facets of the trade and have completed one of the following recognized training programs:

1. Ontario Electrical Industry Training Trust Fund (formerly known as Ontario Communications Training Trust Fund) Communications Electrician Program, or
2. Manufacturer/Vendor-specific certification program(s), or
3. Network Cabling Specialist (either through apprenticeship or certificate challenge).

B. **Designated Senior Technician/Network Cabling Specialist**

An Employee who is capable of installing, terminating and testing all types of communication cabling. They may also design cabling layouts, configure voice-data-video systems and supervise Technicians. They shall have completed a Network Cabling Specialist (either through apprenticeship or certificate challenge), or Manufacturer/Vendor-specific certification program(s), or Ontario Electrical Industry Training Trust Fund (formerly known as Ontario Communications Training Trust Fund) Communications Electrician Program.

C. **Communication Technician/Network Cabling Specialist Level 3**

An Employee who is capable of installing, terminating and testing all types of communi-

cation cabling. They shall have completed a Network Cabling Specialist (either through apprenticeship or certificate challenge), or Manufacturer/Vendor-specific certification program(s), or Ontario Electrical Industry Training Trust Fund (formerly known as Ontario Communications Training Trust Fund) Communications Electrician Program.

- D. **Communication Technician/
Network Cabling Specialist Level 2**
Communication Technician /Network Cabling Specialist Level 2 after completing an *additional* two thousand (2000) hours of on-the-job training will be eligible for promotion to the Communication Technician/Network Cabling Specialist Level 3 by the Employer.
- E. **Communication Technician/
Network Cabling Specialist Level 1**
Communication Technician /Network Cabling Specialist Level 1 after completing two thousand (2000) hours of on-the-job training will be promoted to the Communication Technician/Network Cabling Specialist Level 2 by the Employer.
- F. **Apprentice Communication Technician
Level 2**
All Apprentices shall be governed by the *Apprenticeship and Certification Act, 1998* and Regulations under the trade of Network Cabling Specialist - 631A or the equivalent under the Ontario Electrical Industry Training Trust Fund (formerly known as Ontario Communications Training Trust Fund) Communications Electrician Program.
- G. **Apprentice Communication Technician
Level 1**
All Apprentices shall be governed by the *Apprenticeship and Certification Act, 1998* and Regulations under the trade of Network Cabling Specialist - 631A or the equivalent under the Ontario Electrical Industry Training Trust Fund (formerly known as Ontario Communications Training Trust Fund) Communications Electrician Program.
- H. **Communication Cable Installer**
An Employee whose duties shall consist of installation of communication cables as defined in Section 2. This does not include the termination of cables or the installations of associated equipment. Communication Cable Installers may be sponsored to the Apprenticed Communication Technician Level 1 Classification by the Contractor.

302 TRANSFERS

Any classification of electrical worker may be assigned to Communications work by the Employer provided the worker does not suffer a reduction in pay as a result. Any unemployed member on the "out of work" list may elect to accept employment in any classification of Communications work for which

they are qualified at the prevailing rate for that classification.

SECTION 4 - EMPLOYEE RATIOS

400 EMPLOYEE RATIOS

Each Employer operating under this Section of the Collective Agreement shall employ at least one (1) Communication Electrician or Designated Senior Technician.

For each Communication Electrician and/or Designated Senior Technician employed the Employer is permitted to employ up to three (3) employees at a lower classification. This shall be a shop ratio.

On all jobs requiring five (5) or more employees' one member shall be designated as Foreman. One Foreman shall not supervise more than fifteen (15) employees on one job within the local union jurisdiction.

The Foreman(s) must be qualified and classified as a Network Cabling Specialist (NCS) technician or a communication electrician and paid under the Foreman rates as per the Local Union Appendix in the jurisdiction where the job is situated.

SECTION 5 - HIRING AND LAYOFF PROCEDURE

500

All hiring shall be done in accordance with Section 7 of the Principal Agreement. In addition to the provisions in Section 7, each Local Union shall establish a separate "available for work" list for each discrete classification of communications worker. In the event that workers are not available in the required classification and the Local Union is not able to supply suitable workers within three (3) working days, then an Employer shall be permitted to bring in his own crews under Clause 705 or to recruit workers into the classification. Such workers shall be considered probationary for a period of six (6) months from the date of hire, after which time the Union will accept a letter from the Employer recommending the worker for membership. The employment priority rights under Clause 704 in the Principal Agreement shall only apply within each classification.

501

For purposes of clarity, mobility rights shall be as per Section 7 of the Provincial Section of the Principal Agreement. In addition, when Contractors obtain work outside of their home areas they may bring in their own crews to perform the following work:

- A. Short duration, multi-location work for a chain-store type client throughout the Province.
- B. Supervision, specialty skills, commissioning, verification and certification work at any time during the course of a construction project.

Specialty skills include, but are not limited to mean, manufacturer's specific training.

SECTION 6 - HOURS OF WORK

600 HOURS OF WORK, OVERTIME, AND SHIFTS

As per Section 8 of the Principal Agreement except for work performed under occupied premises conditions – see Section 7, below.

601 WORK BREAKS

Employees shall have a paid fifteen (15) minute rest period at mid morning and a paid fifteen (15) minute rest period at mid afternoon. These rest periods shall apply to all overtime and shift work.

SECTION 7 - MOVES, ADDS, CHANGES AND WORK IN OCCUPIED PREMISES

700 DEFINITIONS OF OCCUPIED PREMISES AND MAC WORK

Occupied premises are buildings or spaces inhabited or occupied by existing residents, renters, tenants or occupants.

MAC work is moves, adds and changes performed on an existing system.

701 INCIDENTAL PATHWAYS

Employees performing work under this Section of the Communications Agreement shall be allowed to install small-sized conduits (½" & ¾") up to ten (10) feet, or equivalent, for communications drops from the horizontal pathways as well as incidental pathways required in communications rooms.

702 HOURS OF WORK

The regular hours of work shall be forty (40) hours per week. The normal work day shall be eight (8) consecutive hours of work between 8:00 a.m. and 4:30 p.m. exclusive of a one half (½) hour lunch period. The above hours may be worked equally over any four (4) consecutive days, Monday to Friday inclusive. The start time may be varied between 7:00 a.m. and 9:30 a.m. with twenty-four (24) hours prior notice being given to the Employee.

703 OVERTIME

If the work week is compressed to four (4) days, work performed on the 5th work day excluding Saturdays, Sundays and Statutory Holidays will be paid at time and one half (1½) for the first eight (8) hours of work and double (2) time for any hours worked in excess of eight (8) hours.

All hours worked in excess of the regular hours shall be paid as follows:

Monday through Friday

Time and one half (1½) the applicable wage rate for the first two (2) hours and double (2) time thereafter.

Saturday

Time and one half (1½) the applicable wage rate for the first eight (8) hours and double (2) time thereafter.

Sunday and Statutory Holidays

Double (2) time the applicable wage rate for all hours worked.

704 SHIFTS

For work under this section, shifts shall be as follows:

- Monday to Friday coverage.
- Minimum of three (3) consecutive days.
- Shift premium of \$2.00 per hour for all classifications.

705 MOBILITY

Under this Section, should the Contractor obtain work under this Section outside of his home area he shall be permitted to bring in his own crews and hire any additional Employees through the Local Union. The above is subject to the following conditions:

- A. The Employer shall notify the appropriate Local Union Business Manager upon entering and leaving the Local Union jurisdiction.
- B. The Employer will pay working dues to the Local Union as described in the Local Union Appendices.

SECTION 8 - WAGES

800

Wages and benefits for communication workers shall be as per the attached spreadsheets.

Communication Electrician Foreman

As per Principal Agreement.

Communication Electrician and Designated Senior Technician

As per Journeyman Electrician.

Communication Technician / Network Cabling Specialist Level 3

See attached spreadsheets

Communication Technician / Network Cabling Specialist Level 2

See attached spreadsheets

Communication Technician / Network Cabling Specialist Level 1

See attached spreadsheets

Apprentice Communication Technician Level 2

95% of Communication Technician/Network Cabling Specialist Level 1

**Apprentice Communication Technician
Level 1**

90% of Communication Technician/Network Cabling Specialist Level 1

Communication Cable Installer*

85% of Communication Technician/Network Cabling Specialist Level 1

* Employees who have been designated as 'ICI Cable Installers' at or prior to April 30, 2001 will be 'Communication Technician/NCS Level 3' (formerly known as 'Red Circled') and will not suffer a decrease in pay or may be integrated into the above classifications if qualified.

801 CONTRIBUTIONS AND AUTHORIZED DEDUCTIONS

- A. The IBEW Construction Council of Ontario and the Electrical Contractors Association of Ontario agree to enter into a Trust and Administration Agreement to facilitate the collection and distribution of contributions and authorized deductions agreed to under the attached spreadsheets (the "Contributions and Authorized Deductions") and to administer the IBEW-ECAO Communication Workers' Health and Welfare Trust Fund.
- B. Each Employer shall pay the Contributions and Authorized Deductions monthly to the Administrator agreed to pursuant to the Trust and Administration Agreement on or before the twentieth (20th) day of the month following the month in which the hours earned to the Administrator appointed pursuant to the Trust and Administration Agreement. Late payments are subject to an interest charge of \$0.08 for each hundred dollars outstanding for each day after the due date (29.2% per annum). In the event that an Employer fails to remit the required payments by the thirtieth (30th) day of the month, a grievance shall be filed requiring payment of all Contributions and Authorized Deductions due as well as interest retroactive to the twenty-first (21st) day of the month in accordance with the time limits prescribed in Clause 1309 of the Provincial Section of the Principal Agreement.
- C. Contributions and Authorized Deductions are to be reported on one form but the amounts are to be shown separately. The forms shall be supplied by the Administrator.
- D. Upon receipt of the Contributions and Authorized Deductions, the Administrator shall separate the monies and distribute them on the thirtieth (30th) day of the month in which they are received. Distributions shall be as follows:
 - 1. The Local Union dues shall be distributed to the applicable Local Union;
 - 2. Ontario Electrical Industry Training Trust Fund (OEITTF) (formerly known as Ontario Communications Training

Trust Fund) (OCTTF) contributions shall be distributed to the Ontario Electrical Industry Training Trust Fund;

- 3. The IBEW Construction Council of Ontario (IBEW CCO) dues shall be distributed to the IBEW Construction Council of Ontario;
- 4. The Health and Welfare contributions shall be distributed to the IBEW-ECAO Communication Workers' Health and Welfare Trust Funds
- 5. The RRSP contributions shall be distributed to the applicable Communication Workers' RRSP account.
- 6. The area ECA Industry Fund contributions shall be distributed to the applicable area ECA; and
- 7. Any other Contributions and Authorized Deductions not listed above but agreed to in the attached spreadsheets shall be distributed in accordance with the terms of the attached spreadsheets, as amended from time to time;
- E. Periodically the Trustees may establish a fee for the recipients to cover the cost of collecting and distributing Contributions and Authorized Deductions;
- F. An aggrieved area ECA or Local Union shall have immediate recourse to the Grievance and Arbitration Procedure to secure payment of any Contributions or Authorized Deductions outstanding, including any claim for liquidated damages;
- G. At the request of an aggrieved party, an independent auditor, mutually agreed by the aggrieved party and the Employer, may be appointed to audit books and records of the Employers but only as they relate to payroll Contributions and Authorized Deductions.

SECTION 9 - TRAVEL AND SUBSISTENCE ALLOWANCES

900

Travel allowances to and from work sites where the Employee is expected to return home daily shall be paid per the Principal Agreement.

901

Where an Employee is required to travel to distant work sites away from the Employee's normal place of hire and where the Employee would not normally be expected to return home daily, the following provisions shall apply:

Time spent travelling to the distant work site will be paid at the straight time rate of pay for the initial and return trip to the distant work site. For Employees who use their own vehicles, they will be com-

compensated for mileage at the applicable mileage rate per kilometre as contained in the Principal Agreement.

For Employees who use the Employer's vehicle there will be no mileage reimbursement.

Where an Employee both travels and works in any one (1) day totalling ten (10) hours, compensation shall be paid for the Employee's total time and the Employee will not be expected to return home that day.

No Employee shall be required to travel more than eight (8) hours in one (1) day.

Where an Employee is required to incur room, board and subsistence expenses on behalf of the Employer he/she shall be reimbursed for all vouchered expenses.

SECTION 10 - TOOLS

1000

All Journeyman Communication Electricians and Communication Technicians/Designated Senior Technicians are required to have the following tools:

- 1 Knife
- 1 pr. Scissors
- 6 Screwdrivers, Robertson and Standard Types
- 1 pr. Pliers - diagonals
- 1 pr. Pliers - 8" Sidecutters
- 1 pr. Slip joint pliers
- 1 Drywall saw
- 1 Hammer
- 1 Measuring tape
- 1 Level
- 1 Tool pouch and belt
- 1 Tool box

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 105 - HAMILTON**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 105 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circlred Senior Comm Tech)	May 1, 2013	\$ 30.45	3.05	6.73	\$40.23	\$0.79	\$41.02
	May 1, 2014	\$ 31.34	3.14	6.84	\$41.32	\$0.79	\$42.11
	May 1, 2015	\$ 32.25	3.22	6.94	\$42.41	\$0.79	\$43.20
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.53	2.45	6.13	\$33.11	\$0.79	\$33.90
	May 1, 2014	\$ 25.25	2.53	6.23	\$34.01	\$0.79	\$34.80
	May 1, 2015	\$ 25.99	2.60	6.32	\$34.91	\$0.79	\$35.70
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.06	2.01	5.69	\$27.76	\$0.79	\$28.55
	May 1, 2014	\$ 20.68	2.07	5.77	\$28.52	\$0.79	\$29.31
	May 1, 2015	\$ 21.30	2.13	5.85	\$29.28	\$0.79	\$30.07
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 18.91	1.89	5.57	\$26.37	\$0.79	\$27.16
	May 1, 2014	\$ 19.49	1.95	5.65	\$27.09	\$0.79	\$27.88
	May 1, 2015	\$ 20.08	2.01	5.73	\$27.82	\$0.79	\$28.61
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 17.76	1.77	5.45	\$24.98	\$0.79	\$25.77
	May 1, 2014	\$ 18.31	1.83	5.53	\$25.67	\$0.79	\$26.46
	May 1, 2015	\$ 18.87	1.88	5.60	\$26.35	\$0.79	\$27.14
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 16.59	1.66	5.34	\$23.59	\$0.79	\$24.38
	May 1, 2014	\$ 17.12	1.71	5.41	\$24.24	\$0.79	\$25.03
	May 1, 2015	\$ 17.63	1.77	5.49	\$24.89	\$0.79	\$25.68

Breakdown of Union Funds:

May 1, 2013: Union Dues - \$1.03, OEITTF - \$0.05, CCO - \$0.20,
Health & Welfare - \$2.40, RRSP - 10% of Base Rate
May 1, 2014: Same as May 1, 2013 except Union Dues \$1.05
May 1, 2015: Same as May 1, 2013 except Union Dues \$1.07

Breakdown of ECA Fund:

May 1, 2013: JEPP - \$0.10 (13% HST to be included with remittance),
Education Fund - \$0.20, Bill 162 Fund - \$0.03,
Association Fund - \$0.37 (subject to HST)
ECAO Fund - \$0.09 (subject to HST)

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.

2. Union Funds should be sent to: Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 115 - QUINTE - ST. LAWRENCE**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 115 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circlred Senior Comm Tech)	May 1, 2013	\$ 30.61	3.06	6.56	\$40.23	\$0.46	\$40.69
	May 1, 2014	\$ 31.50	3.15	6.67	\$41.32	\$0.46	\$41.78
	May 1, 2015	\$ 32.39	3.24	6.78	\$42.41	\$0.46	\$42.87
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.67	2.47	5.97	\$33.11	\$0.46	\$33.57
	May 1, 2014	\$ 25.41	2.54	6.06	\$34.01	\$0.46	\$34.47
	May 1, 2015	\$ 26.15	2.61	6.15	\$34.91	\$0.46	\$35.37
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.22	2.02	5.52	\$27.76	\$0.46	\$28.22
	May 1, 2014	\$ 20.84	2.08	5.60	\$28.52	\$0.46	\$28.98
	May 1, 2015	\$ 21.44	2.15	5.69	\$29.28	\$0.46	\$29.74
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 19.05	1.91	5.41	\$26.37	\$0.46	\$26.83
	May 1, 2014	\$ 19.65	1.96	5.48	\$27.09	\$0.46	\$27.55
	May 1, 2015	\$ 20.24	2.02	5.56	\$27.82	\$0.46	\$28.28
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 17.90	1.79	5.29	\$24.98	\$0.46	\$25.44
	May 1, 2014	\$ 18.45	1.85	5.37	\$25.67	\$0.46	\$26.13
	May 1, 2015	\$ 19.01	1.90	5.44	\$26.35	\$0.46	\$26.81
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 16.75	1.67	5.17	\$23.59	\$0.46	\$24.05
	May 1, 2014	\$ 17.26	1.73	5.25	\$24.24	\$0.46	\$24.70
	May 1, 2015	\$ 17.79	1.78	5.32	\$24.89	\$0.46	\$25.35

Breakdown of Union Funds:

May 1, 2013: Union Dues - \$0.85, OEITTF - \$0.05, CCO - \$0.20, Health & Welfare - \$2.40, RRSP - 10% of Base Rate
 May 1, 2014: Same as May 1, 2013 except: Union Dues \$0.87
 May 1, 2015: Same as May 1, 2014 except: Union Dues \$0.89

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.

2. Union Funds should be sent to: Skipwith & Associates
 6 Cumberland Street
 Barrie, Ontario
 L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 120 - LONDON**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 120 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circlred Senior Comm Tech)	May 1, 2013	\$ 29.95	3.00	7.28	\$40.23	\$0.17	\$40.40
	May 1, 2014	\$ 30.82	3.08	7.42	\$41.32	\$0.17	\$41.49
	May 1, 2015	\$ 31.73	3.17	7.51	\$42.41	\$0.17	\$42.58
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.23	2.42	6.46	\$33.11	\$0.17	\$33.28
	May 1, 2014	\$ 24.94	2.49	6.58	\$34.01	\$0.17	\$34.18
	May 1, 2015	\$ 25.68	2.57	6.66	\$34.91	\$0.17	\$35.08
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 19.89	1.99	5.88	\$27.76	\$0.17	\$27.93
	May 1, 2014	\$ 20.48	2.05	5.99	\$28.52	\$0.17	\$28.69
	May 1, 2015	\$ 21.12	2.11	6.05	\$29.28	\$0.17	\$29.45
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 18.82	1.88	5.67	\$26.37	\$0.17	\$26.54
	May 1, 2014	\$ 19.39	1.93	5.77	\$27.09	\$0.17	\$27.26
	May 1, 2015	\$ 19.98	2.00	5.84	\$27.82	\$0.17	\$27.99
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 17.75	1.77	5.46	\$24.98	\$0.17	\$25.15
	May 1, 2014	\$ 18.29	1.82	5.56	\$25.67	\$0.17	\$25.84
	May 1, 2015	\$ 18.85	1.88	5.62	\$26.35	\$0.17	\$26.52
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 16.66	1.67	5.26	\$23.59	\$0.17	\$23.76
	May 1, 2014	\$ 17.18	1.71	5.35	\$24.24	\$0.17	\$24.41
	May 1, 2015	\$ 17.71	1.77	5.41	\$24.89	\$0.17	\$25.06

Breakdown of Union Funds:

May 1, 2013: Education Fund - \$0.15, Retired & Disabled Members Fund - \$0.04, Stabilization Fund (see below), Recreation Fund - \$0.05, JEPP - \$0.10 (13% HST to be included with remittance), W.S.I.B. - \$0.02, OEITTF - \$0.05, CCO - \$0.20, Health & Welfare - \$2.40, Political Action Fund - \$0.08, Building Fund - \$0.25, RRSP - 10% Base Rate

Prorated Stabilization Funds:

Comm. Tech/NCS Level 3	\$1.00
Comm. Tech/NCS Level 2	\$0.75
Comm. Tech/NCS Level 1	\$0.60
Appr. Comm. Tech. Level 2	\$0.50
Appr. Comm. Tech. Level 1	\$0.40
Communication Cable Installer	\$0.30

Note: Working Dues Deduction 1.25% of Gross Wages including the 10% Vacation Pay

Breakdown of ECA Funds:

May 1, 2013: Association Fund - \$0.16
Bill 158 Fund - \$0.01

- NOTE:**
1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period **May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.**
 2. Working Dues Deduction 1.25% of Gross Wages including the 10% Vacation Pay
 3. Union Funds should be sent to: Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 303 - NIAGARA PENINSULA**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 303 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circled Senior Comm Tech)	May 1, 2013	\$ 30.22	3.02	6.99	\$40.23	\$0.32	\$40.55
	May 1, 2014	\$ 31.13	3.11	7.08	\$41.32	\$0.32	\$41.64
	May 1, 2015	\$ 32.04	3.20	7.17	\$42.41	\$0.37	\$42.78
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.28	2.43	6.40	\$33.11	\$0.32	\$33.43
	May 1, 2014	\$ 25.04	2.50	6.47	\$34.01	\$0.32	\$34.33
	May 1, 2015	\$ 25.78	2.58	6.55	\$34.91	\$0.37	\$35.28
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 19.83	1.98	5.95	\$27.76	\$0.32	\$28.08
	May 1, 2014	\$ 20.45	2.05	6.02	\$28.52	\$0.32	\$28.84
	May 1, 2015	\$ 21.09	2.11	6.08	\$29.28	\$0.37	\$29.65
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 18.66	1.87	5.84	\$26.37	\$0.32	\$26.69
	May 1, 2014	\$ 19.26	1.93	5.90	\$27.09	\$0.32	\$27.41
	May 1, 2015	\$ 19.87	1.99	5.96	\$27.82	\$0.37	\$28.19
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 17.51	1.75	5.72	\$24.98	\$0.32	\$25.30
	May 1, 2014	\$ 18.08	1.81	5.78	\$25.67	\$0.32	\$25.99
	May 1, 2015	\$ 18.64	1.87	5.84	\$26.35	\$0.37	\$26.72
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 16.34	1.64	5.61	\$23.59	\$0.32	\$23.91
	May 1, 2014	\$ 16.89	1.69	5.66	\$24.24	\$0.32	\$24.56
	May 1, 2015	\$ 17.44	1.74	5.71	\$24.89	\$0.37	\$25.26

Breakdown of Union Funds:

May 1, 2013: Union Dues - \$1.22, OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (13% HST to be included with remittance), Health & Welfare - \$2.40, RRSP - 10% of Base Rate

Breakdown of ECA Funds:

May 1, 2013: ECA Fund - \$0.23, Bill 162 Fund - \$0.03, OCS Fund - \$0.01, Education Fund: \$0.10

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.

2. Union Funds should be sent to: Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 353 – TORONTO**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 353 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circled Senior Comm Tech)	May 1, 2013	\$ 30.75	3.07	6.41	\$40.23	\$0.34	\$40.57
	May 1, 2014	\$ 31.65	3.16	6.51	\$41.32	\$0.35	\$41.67
	May 1, 2015	\$ 32.55	3.26	6.60	\$42.41	\$0.35	\$42.76
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.81	2.48	5.82	\$33.11	\$0.34	\$33.45
	May 1, 2014	\$ 25.55	2.56	5.90	\$34.01	\$0.35	\$34.36
	May 1, 2015	\$ 26.31	2.63	5.97	\$34.91	\$0.35	\$35.26
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.35	2.04	5.37	\$27.76	\$0.34	\$28.10
	May 1, 2014	\$ 20.98	2.10	5.44	\$28.52	\$0.35	\$28.87
	May 1, 2015	\$ 21.62	2.16	5.50	\$29.28	\$0.35	\$29.63
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 19.19	1.92	5.26	\$26.37	\$0.34	\$26.71
	May 1, 2014	\$ 19.79	1.98	5.32	\$27.09	\$0.35	\$27.44
	May 1, 2015	\$ 20.40	2.04	5.38	\$27.82	\$0.35	\$28.17
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 18.04	1.80	5.14	\$24.98	\$0.34	\$25.32
	May 1, 2014	\$ 18.61	1.86	5.20	\$25.67	\$0.35	\$26.02
	May 1, 2015	\$ 19.17	1.92	5.26	\$26.35	\$0.35	\$26.70
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 16.87	1.69	5.03	\$23.59	\$0.34	\$23.93
	May 1, 2014	\$ 17.42	1.74	5.08	\$24.24	\$0.35	\$24.59
	May 1, 2015	\$ 17.95	1.80	5.14	\$24.89	\$0.35	\$25.24

* Vacation Pay & Statutory Holiday Pay is 10% of Base Rate

Breakdown of Union Funds:

May 1, 2013: Union Dues - \$0.24, OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (13% HST to be included with remittance), Health & Welfare - \$2.40, Market Recover -\$0.15, SUB Fund - \$0.20, RRSP - 10% of Base Rate

Breakdown of ECA Funds:

May 1, 2013: Association Fund - \$0.33
Bill 158 Fund - \$0.01
May 1, 2014: Association Fund - \$0.34
Bill 158 - \$0.01

NOTE: 1. **On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.**

2. Union Funds should be sent to: Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 402 - THUNDER BAY**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 402 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circled Senior Comm Tech)	May 1, 2013	\$ 31.24	3.12	5.87	\$40.23	\$0.25	\$40.48
	May 1, 2014	\$ 32.15	3.21	5.96	\$41.32	\$0.25	\$41.57
	May 1, 2015	\$ 33.05	3.31	6.05	\$42.41	\$0.25	\$42.66
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 25.30	2.53	5.28	\$33.11	\$0.25	\$33.36
	May 1, 2014	\$ 26.05	2.61	5.35	\$34.01	\$0.25	\$34.26
	May 1, 2015	\$ 26.80	2.68	5.43	\$34.91	\$0.25	\$35.16
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.85	2.08	4.83	\$27.76	\$0.25	\$28.01
	May 1, 2014	\$ 21.47	2.15	4.90	\$28.52	\$0.25	\$28.77
	May 1, 2015	\$ 22.11	2.21	4.96	\$29.28	\$0.25	\$29.53
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 19.68	1.97	4.72	\$26.37	\$0.25	\$26.62
	May 1, 2014	\$ 20.28	2.03	4.78	\$27.09	\$0.25	\$27.34
	May 1, 2015	\$ 20.89	2.09	4.84	\$27.82	\$0.25	\$28.07
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 18.53	1.85	4.60	\$24.98	\$0.25	\$25.23
	May 1, 2014	\$ 19.10	1.91	4.66	\$25.67	\$0.25	\$25.92
	May 1, 2015	\$ 19.66	1.97	4.72	\$26.35	\$0.25	\$26.60
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 17.36	1.74	4.49	\$23.59	\$0.25	\$23.84
	May 1, 2014	\$ 17.91	1.79	4.54	\$24.24	\$0.25	\$24.49
	May 1, 2015	\$ 18.45	1.85	4.59	\$24.89	\$0.25	\$25.14

Breakdown of Union Funds:

May 1, 2013: OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (13% HST to be included with remittance),
Health & Welfare - \$2.40, RRSP - 10% of Base Rate

- NOTE:**
- On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.**
 - A Union Dues check-off of \$23.70 (BA Members), January 1, 2014 - \$25.70 or \$38.70 (A Members), January 1, 2014 - \$40.70 is to be deducted from wages in the second pay period of each month.
 - Work Assessment in the amount of two (2%) of gross wages including vacation pay, is to be deducted weekly from each employee performing work under the term of this Collective Agreement.
 - Union Funds should be sent to:
Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 530 - SARNIA**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 530 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circled Senior Comm Tech)	May 1, 2013	\$ 30.85	3.09	6.29	\$40.23	\$0.53	\$40.76
	May 1, 2014	\$ 31.76	3.18	6.38	\$41.32	\$0.55	\$41.87
	May 1, 2015	\$ 32.67	3.27	6.47	\$42.41	\$0.55	\$42.96
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.93	2.49	5.69	\$33.11	\$0.53	\$33.64
	May 1, 2014	\$ 25.67	2.57	5.77	\$34.01	\$0.55	\$34.56
	May 1, 2015	\$ 26.43	2.64	5.84	\$34.91	\$0.55	\$35.46
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.46	2.05	5.25	\$27.76	\$0.53	\$28.29
	May 1, 2014	\$ 21.10	2.11	5.31	\$28.52	\$0.55	\$29.07
	May 1, 2015	\$ 21.74	2.17	5.37	\$29.28	\$0.55	\$29.83
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 19.31	1.93	5.13	\$26.37	\$0.53	\$26.90
	May 1, 2014	\$ 19.91	1.99	5.19	\$27.09	\$0.55	\$27.64
	May 1, 2015	\$ 20.52	2.05	5.25	\$27.82	\$0.55	\$28.37
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 18.15	1.82	5.01	\$24.98	\$0.53	\$25.51
	May 1, 2014	\$ 18.73	1.87	5.07	\$25.67	\$0.55	\$26.22
	May 1, 2015	\$ 19.29	1.93	5.13	\$26.35	\$0.55	\$26.90
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 16.99	1.70	\$4.90	\$23.59	\$0.53	\$24.12
	May 1, 2014	\$ 17.54	1.75	4.95	\$24.24	\$0.55	\$24.79
	May 1, 2015	\$ 18.07	1.81	5.01	\$24.89	\$0.55	\$25.44

Breakdown of Union Funds:

May 1, 2013: Union Dues - \$0.45, OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (13% HST to be included with remittance), Health & Welfare - \$2.40, RRSP - 10% of Base Rate

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.

2. Union Funds should be sent to: Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 586 - OTTAWA**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 586 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circlred Senior Comm Tech)	May 1, 2013	\$ 30.74	3.07	6.42	\$40.23	\$0.34	\$40.57
	May 1, 2014	\$ 31.55	3.16	6.61	\$41.32	\$0.34	\$41.66
	May 1, 2015	\$ 32.35	3.23	6.83	\$42.41	\$0.34	\$42.75
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.80	2.48	5.83	\$33.11	\$0.34	\$33.45
	May 1, 2014	\$ 25.46	2.55	6.00	\$34.01	\$0.34	\$34.35
	May 1, 2015	\$ 26.09	2.61	6.21	\$34.91	\$0.34	\$35.25
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.35	2.03	5.38	\$27.76	\$0.34	\$28.10
	May 1, 2014	\$ 20.89	2.09	5.54	\$28.52	\$0.34	\$28.86
	May 1, 2015	\$ 21.40	2.14	5.74	\$29.28	\$0.34	\$29.62
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 19.18	1.92	5.27	\$26.37	\$0.34	\$26.71
	May 1, 2014	\$ 19.70	1.97	5.42	\$27.09	\$0.34	\$27.43
	May 1, 2015	\$ 20.18	2.02	5.62	\$27.82	\$0.34	\$28.16
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 18.03	1.80	5.15	\$24.98	\$0.34	\$25.32
	May 1, 2014	\$ 18.52	1.85	5.30	\$25.67	\$0.34	\$26.01
	May 1, 2015	\$ 18.95	1.90	5.50	\$26.35	\$0.34	\$26.69
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 16.86	1.69	5.04	\$23.59	\$0.34	\$23.93
	May 1, 2014	\$ 17.33	1.73	5.18	\$24.24	\$0.34	\$24.58
	May 1, 2015	\$ 17.75	1.77	5.37	\$24.89	\$0.34	\$25.23

Breakdown of Union Funds:

May 1, 2013: Union Dues - \$0.65, OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (include 13% HST with remittance), Health and Welfare - \$1.35 (May 1, 2014 - \$1.45, May 1, 2015- \$1.60), RRSP - 10% of Base Rate, Stab - \$1.00

Breakdown of ECA Funds:

May 1, 2013: ECA Fund - \$0.21, Education - \$0.05, LAC - \$0.04, Bill 158 - \$0.01, Bill 162 - \$0.03

NOTE: On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.

Payments to be made to: Coughlin & Associates Ltd.
333 Preston, Suite 200
P.O. Box 3517, Station C
Ottawa, Ontario K1Y 4H5
Tel: 1-888-613-1234

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 773 - WINDSOR**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 773 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circled Senior Comm Tech)	May 1, 2013	\$ 30.74	3.07	6.42	\$40.23	\$0.36	\$40.59
	May 1, 2014	\$ 31.63	3.16	6.53	\$41.32	\$0.36	\$41.68
	May 1, 2015	\$ 32.52	3.25	6.64	\$42.41	\$0.36	\$42.77
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.88	2.49	5.74	\$33.11	\$0.36	\$33.47
	May 1, 2014	\$ 25.63	2.56	5.82	\$34.01	\$0.36	\$34.37
	May 1, 2015	\$ 26.36	2.64	5.91	\$34.91	\$0.36	\$35.27
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.49	2.05	5.22	\$27.76	\$0.36	\$28.12
	May 1, 2014	\$ 21.12	2.11	5.29	\$28.52	\$0.36	\$28.88
	May 1, 2015	\$ 21.75	2.17	5.36	\$29.28	\$0.36	\$29.64
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 19.36	1.93	5.08	\$26.37	\$0.36	\$26.73
	May 1, 2014	\$ 19.95	1.99	5.15	\$27.09	\$0.36	\$27.45
	May 1, 2015	\$ 20.55	2.05	5.22	\$27.82	\$0.36	\$28.18
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 18.22	1.82	4.94	\$24.98	\$0.36	\$25.34
	May 1, 2014	\$ 18.77	1.88	5.02	\$25.67	\$0.36	\$26.03
	May 1, 2015	\$ 19.34	1.93	5.08	\$26.35	\$0.36	\$26.71
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 17.07	1.71	4.81	\$23.59	\$0.36	\$23.95
	May 1, 2014	\$ 17.61	1.76	4.87	\$24.24	\$0.36	\$24.60
	May 1, 2015	\$ 18.15	1.81	4.93	\$24.89	\$0.36	\$25.25

Breakdown of Union Funds:

May 1, 2013: Union Dues - 1.5% of Wage Package, OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (13% HST to be included with remittance), Health & Welfare - \$2.40
RRSP - 10% of Base Rate

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.

2. Union Funds should be sent to: Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 804 - CENTRAL ONTARIO**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 804 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circlred Senior Comm Tech)	May 1, 2013	\$ 31.24	3.12	5.87	\$40.23	\$0.26	\$40.49
	May 1, 2014	\$ 32.14	3.22	5.96	\$41.32	\$0.26	\$41.58
	May 1, 2015	\$ 33.05	3.30	6.06	\$42.41	\$0.26	\$42.67
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 25.30	2.53	5.28	\$33.11	\$0.26	\$33.37
	May 1, 2014	\$ 26.05	2.60	5.36	\$34.01	\$0.26	\$34.27
	May 1, 2015	\$ 26.80	2.68	5.43	\$34.91	\$0.26	\$35.17
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.84	2.09	4.83	\$27.76	\$0.26	\$28.02
	May 1, 2014	\$ 21.47	2.15	4.90	\$28.52	\$0.26	\$28.78
	May 1, 2015	\$ 22.11	2.21	4.96	\$29.28	\$0.26	\$29.54
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 19.68	1.97	4.72	\$26.37	\$0.26	\$26.63
	May 1, 2014	\$ 20.28	2.03	4.78	\$27.09	\$0.26	\$27.35
	May 1, 2015	\$ 20.89	2.09	4.84	\$27.82	\$0.26	\$28.08
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 18.53	1.85	4.60	\$24.98	\$0.26	\$25.24
	May 1, 2014	\$ 19.10	1.91	4.66	\$25.67	\$0.26	\$25.93
	May 1, 2015	\$ 19.66	1.97	4.72	\$26.35	\$0.26	\$26.61
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 17.36	1.74	4.49	\$23.59	\$0.26	\$23.85
	May 1, 2014	\$ 17.91	1.79	4.54	\$24.24	\$0.26	\$24.50
	May 1, 2015	\$ 18.45	1.84	4.60	\$24.89	\$0.26	\$25.15

Breakdown of Union Funds:

May 1, 2013: OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (13% HST to be included with remittance)
Health & Welfare - \$2.40, RRSP - 10% of Base Rate

- NOTE:**
1. **On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.**
 2. Union Dues 2% of hourly base rate as per Principal Agreement to be subtracted from employees gross (not included in Union funds)
 3. Union Funds should be sent to:

Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 1687 - NORTHERN ONTARIO**

For Communication Electricians and Designated Senior Technicians/NCS, refer to Section 22 - Local Appendix L.U. 1687 Journeyman Wages & Fringe Benefits - Principal Agreement

	Date	Base Rate	VP & SHP	Union Funds	Wage Package	ECA Fund	Total Package
Communication Technician / NCS Level 3 (Formerly known as: Red Circlted Senior Comm Tech)	May 1, 2013	\$ 30.61	3.06	6.56	\$40.23	\$0.57	\$40.80
	May 1, 2014	\$ 31.50	3.15	6.67	\$41.32	\$0.59	\$41.91
	May 1, 2015	\$ 32.39	3.24	6.78	\$42.41	\$0.61	\$43.02
Communication Technician / NCS Level 2 (Formerly known as: Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 24.77	2.48	5.86	\$33.11	\$0.57	\$33.68
	May 1, 2014	\$ 25.52	2.55	5.94	\$34.01	\$0.59	\$34.60
	May 1, 2015	\$ 26.24	2.63	6.04	\$34.91	\$0.61	\$35.52
Communication Technician / NCS Level 1 (Formerly known as: Comm Tech-1st Term/NCS)	May 1, 2013	\$ 20.40	2.04	5.32	\$27.76	\$0.57	\$28.33
	May 1, 2014	\$ 21.03	2.10	5.39	\$28.52	\$0.59	\$29.11
	May 1, 2015	\$ 21.65	2.16	5.47	\$29.28	\$0.61	\$29.89
Apprentice Communication Technician Level 2 (95% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-2nd Term/NCS)	May 1, 2013	\$ 19.26	1.93	5.18	\$26.37	\$0.57	\$26.94
	May 1, 2014	\$ 19.84	1.99	5.26	\$27.09	\$0.59	\$27.68
	May 1, 2015	\$ 20.44	2.05	5.33	\$27.82	\$0.61	\$28.43
Apprentice Communication Technician Level 1 (90% of Comm Technician/NCS Level 1) (Formerly known as: Appren Comm Tech-1st Term/NCS)	May 1, 2013	\$ 18.13	1.81	5.04	\$24.98	\$0.57	\$25.55
	May 1, 2014	\$ 18.69	1.87	5.11	\$25.67	\$0.59	\$26.26
	May 1, 2015	\$ 19.24	1.93	5.18	\$26.35	\$0.61	\$26.96
Communication Cable Installer (85% of Comm Technician/NCS Level 1)	May 1, 2013	\$ 17.00	1.70	4.89	\$23.59	\$0.57	\$24.16
	May 1, 2014	\$ 17.52	1.75	4.97	\$24.24	\$0.59	\$24.83
	May 1, 2015	\$ 18.04	1.81	5.04	\$24.89	\$0.61	\$25.50

Breakdown of Union Funds:

May 1, 2013: Working Dues - 2% of Gross, OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (13% HST to be included with remittance), Recreation Fund - \$0.05, Member's Assistance Fund - \$0.03, Health & Welfare - \$2.40
Pension RRSP - 10% of Base Rate

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2013 to April 30, 2016 inclusive may be subject to amendment prior to expiry.

2. Working Dues are included in Union Funds reported above

3. Union Funds should be sent to: Skipwith & Associates
6 Cumberland Street
Barrie, Ontario
L4N 2P4

SECTION 2100B - SIGNING PAGE

2100B

Agreed to at Toronto, Ontario on the 1st day of May 2013.

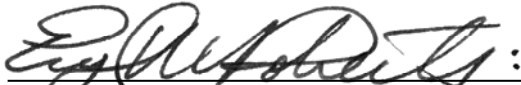
For the Electrical Trade Bargaining
Agency of the Electrical Contractors As-
sociation of Ontario:



Dan Lance, Chairman, ETBA



George Docherty, Communications
Chairman, ECAO



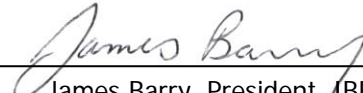
Eryl Roberts, Executive Vice-President
ECAO

For the Electrical Trade Joint Board:

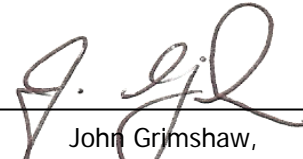


Paul Gardner, Independent Chair
ETBA

For the International Brotherhood of Electrical
Workers, the IBEW Construction Council of
Ontario and all its affiliated Local Unions:

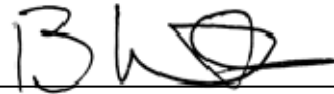


James Barry, President, IBEW/CCO

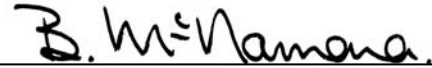


John Grimshaw,
Executive Secretary Treasurer
IBEW/CCO

For the IBEW 1st District Office:



Bill Daniels, International Vice-President



Bruce McNamara, IBEW First District

LETTER OF UNDERSTANDING

Re: **Manufacturer's Specific Training**

The IBEW-CCO and the ETBA commit to negotiate with certifying manufacturers providing inside Journeymen Wiremen Manufacturer's Specific Training through the Joint Electrical Promotion Plan (JEPP).

LETTER OF UNDERSTANDING

IMPLEMENTATION OF THE NEW COMMUNICATIONS AGREEMENT EFFECTIVE JUNE 2, 2001

The fundamental principle underlying this Agreement is that workers defined herein shall be permitted to perform communications work in all sectors of the industry and in the ICI sector specifically. The ETBA and IBEW CCO will amend their respective ICI designation orders to reflect this. The Parties agree that every Contractor shall employ a Communication Electrician and for each CE employed, the Contractor may employ any combination of up to three (3) Technicians, Technician Apprentices, and/or Cable Installers.

Contractors who do not employ Communication Electricians may designate Senior Technicians in their place and pay the Designated Senior Technician the same rate of pay and benefits as a Communication Electrician.

Senior Technicians **not designated** to the higher rate shall be reclassified as Technicians Level 2 effective June 3, 2001 but will be red-circled and continue to receive their previous rate of pay and benefits. When the Contractor has a need to employ additional Designated Senior Technicians, red-circled Tech 2's in the Contractor's employ shall be given the first opportunity. Red-circled Tech's on the available for work list shall be considered next.

Effective June 2, 2001, the classification of ICI Cable Installer shall be eliminated. ICI Cable Installers currently in the employ of the Contractor shall be reassigned into one of the new classifications for which they are qualified. Such workers shall be red-circled and continue to receive their previous rate of pay and benefits.

Prior to June 1, 2001, every Contractor shall submit to the Electrical Trade Joint Board a list of all communication workers including their classification effective June 2, 2001 as follows:

- Communication Electricians
- Designated Senior Technicians
- Red-circled Technicians Level 2
- Technician Level 2
- Technician Level 1
- Apprentice Technician 2nd Term
- Apprentice Technician 1st Term
- Cable Installer

LETTER OF UNDERSTANDING

February 12, 2004

Re: Network Cabling Specialist

In order to promote the Network Cabling Specialist (NCS) certification program, it is agreed that communications workers who are capable should be encouraged to obtain their NCS Certificate of Qualification on or before December 31, 2006 by either taking the certificate challenge exam or by entering the NCS apprenticeship training program. It is agreed that, effective May 1, 2007, all communication workers above the classification of cable installer shall either have obtained their NCS Certificate of Qualification or have commenced the NCS apprenticeship training program.

The International Brotherhood of Electrical Workers Construction Council of Ontario and the Electrical Trade Bargaining Agency agree that the Ontario Electrical Industry Training Trust Fund (OEITTF) (formerly known as Ontario Communications Training Trust Fund) (OCTTF) and Peter Olders will be charged with developing a mechanism for assessing existing and new communication workers in order to properly classify them in the NCS, NCS Apprentice and Communication Cabling Installer classifications and to track their hours of work for purposes of advancement.

It is also agreed that the OEITTF and Peter Olders will develop a system for communication workers to access the pre-NCS exam course in their local areas and to challenge the NCS exam in their local areas.

LETTER OF UNDERSTANDING

July 15, 2009

RE: MARKET RECOVERY PROGRAM

Where, on a particular project or within a geographic area of a Local Union's jurisdiction, work covered by the Principal Agreement is not currently being done or is not likely to be done by electrical contractors under the Principal Agreement, or where any provision of the Principal Agreement works a hardship, the Local Union and the Local ECA may reach a Memorandum of Local Amendment, in writing, to amend any provision of the Principal Agreement for a particular project or geographic area. Copies of all Memorandum of Local Amendment shall be submitted to the ETJB on a quarterly basis.

