

# You Ought To Know

## How did our wage settlement compare?

To date, most unionized Industrial, Commercial, and Institutional (ICI) trades have completed collective bargaining. Several contractors that are signatory to CLAC (the Christian Labour Association of Canada) have also finished collective bargaining.

Let's look at the differences between our wage rates and those of CLAC contractors. Keep in mind that CLAC electrician wages are generally \$10/hour higher than non-union electricians as per the telephone survey of non-union contractors conducted in late 2021.

Journeyman - ICI	ECAO average	CLAC contractor
Hours of work - regular	37.5	44
Overtime	2x	1.5x
Total Package (May 1, 2024)	\$75.35**	\$53.13*
Weekly rate based on 37.5 hours/week	\$2,825.63	\$1,992.38
Weekly rate based on 44 hours/week (OT for IBEW after 37.5 hours)	\$3,805.18	\$2,337.72

\*Based on average increase

\*\*includes PNWA of \$1.00

## How was the wage settlement applied in each area?

As mentioned in an earlier issue of You Ought to Know, the parties negotiate changes to the wage package provincially. Then, each local union and their members determine all the amounts to the left of the wage package, including union funds (i.e., stabilization, health and welfare) and the base rate. Here are the numbers effective May 1, 2022.

May 1, 2022				
Local	Base Rate	VP/SHP	Union Funds	Wage Pkg
105	\$47.88	\$5.75	\$18.20	\$71.83
115	\$44.21	\$5.31	\$21.05	\$70.57
120	\$49.18	\$5.90	\$15.79	\$70.87
303	\$44.96	\$5.40	\$20.85	\$71.21
353	\$48.76	\$5.85	\$17.88	\$72.49
402	\$51.61	\$6.19	\$12.68	\$70.48
530	\$53.87	\$6.47	\$12.18	\$72.52
586	\$47.91	\$5.75	\$17.50	\$71.16
773	\$41.90	\$5.03	\$24.31	\$71.24
804	\$49.20	\$5.90	\$15.72	\$70.82
1687	\$49.21	\$5.90	\$16.07	\$71.18



## Will the new and expanded communications scope of work impact you?

If you perform work using the Green Pages in Toronto (Local 353), the scope of work was expanded in 2019. During the 2022 round of bargaining, there was agreement to adopt that scope in the other local areas with a few exceptions. A new Letter of Understanding at the back of the Green Pages outlines the amended scope. If your work includes any of the following, please be sure to review the Green Pages and the new Letter of Understanding on scope.

- the installation, testing, service and maintenance of all VDV systems which utilize the transmission and/or transference of voice, sound, vision, or digital for commercial, education, security, and entertainment purposes for the following: TV monitoring and surveillance, background/foreground music, intercom and telephone interconnect, inventory control systems, microwave transmission, multimedia, multiplex, nurse call systems, radio page, school intercom and sound, burglar alarms, and low-voltage master clock systems.

The amended scope applies in the Commercial and Institutional sectors for projects where the communications work portion is valued at \$1,000,000 (labour and materials) or less. However, if you intend to bid on a project exceeding that value, please contact the local Business Manager in advance to determine if the expanded scope can be used.

For more details on changes to the Green Pages, please contact Jodi Travers at [jtravers@ecao.org](mailto:jtravers@ecao.org).

## Does the Right to Disconnect requirement apply to your company?

According to the Employment Standards Act, employers that employed 25 or more employees on January 1, 2022 were required to have a written policy in place by June 2, 2022 regarding disconnecting from work. Disconnecting from work means not engaging in work-related communications such as emails and phone calls; essentially, to be free from performing work.

For 2023 onward, if you have 25 employees on January 1, you must have a written Disconnecting from Work Policy in place by March 1 of that year. Part time and casual workers each count as one employee when determining the number of employees on January 1. If you have multiple locations, all employees are included in the calculation. For example, if you have 7 job sites with 4 employees on each site, you have 28 employees.

All employees, including managers, need to be covered by the Policy; however, the Policy does not need to be the same for all groups of employees. As an example, if it is not possible for all employees (i.e. managers) to disconnect, the Policy needs to reflect that. An electrician who responds to service calls after hours might have different responsibilities where disconnecting from work is not possible or practical, whereas an office administrative assistant might not need to review emails or take phone calls after their regular working hours.

If you need a Disconnecting from Work Policy and don't know where to start, please contact Jodi Travers at [jtravers@ecao.org](mailto:jtravers@ecao.org) to get a template policy that can be modified to suit your workplace.