

HISTORY OF PROVINCIAL BARGAINING BETWEEN THE ETBA & THE IBEW/ IBEW-CCO

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The Second Joint Proposal (1995-1997): The Joint Proposal was renewed for the 1995 round of bargaining, but this time the parties were unable to reach an agreement. Although the Operating Engineer and the Glazier trades settled for higher amounts in the 1995 round of negotiations, the ETJB decided that no PNWA would be made because both of those settlements, among other things, had a catch up component to them when compared to the 1992 settlements.

The Third Joint Proposal (1998-2000): The Joint Proposal was renewed for the 1998 round of bargaining, but at the time the ETJB recognized that there was a significant risk that the other trades would seek to achieve catch up coming out of the previous recession and that a catch up settlement would not be an appropriate comparison settlement for the PNWA process. As a consequence the PNWA provision was amended:

The parties were again unable to reach an agreement on the wage increase even though they were only 20¢ apart. The selector accepted the IBEW final offer as the more reasonable proposal, primarily because the ETBA was seeking a wage freeze in the first year of the agreement. Although both the Refrigeration Worker and the Sprinkler Fitter trades settled on average 10¢ higher than the IBEW offer selected by the selector the ETJB decided that no PNWA should be made for that round of bargaining.

The Fourth Joint Proposal (2001-2003): In 2000 as a result of issues surrounding government legislation the renewal of the Joint Proposal was in doubt, although eventually it was renewed when the parties were able to agree upon significant language changes to the Principal Agreement, including improvements for increased name hiring and mobility across the Province.

The PNWA remained the same as the 1998 [Joint Proposal]. Once again the parties were unable to reach agreement on the monetary wage increase. The difference between the two wage proposals was significant with the IBEW seeking a wage increase of \$3.40 over three years, which was front end loaded in the first year. The ETBA's final offer was a wage increase of \$2.75 over three years. Given the deteriorating economic climate in February 2001, the Selector accepted that the ETBA's final offer was more reasonable. Subsequently, the Mechanical and Sprinkler Fitter trades settled for \$3.40 over three years and, therefore, the ETBA determined that a post negotiation wage adjustment of an additional 65¢ was appropriate to bring the electrical settlement to \$3.40 over three years.

The Fifth Joint Proposal (2004-2006): In the spring of 2003 the ETBA and the IBEW held extensive negotiations with respect to travel allowances for mobile workers as part of the process for renewing the Joint Proposal. At that time the ETJB agreed to amend the PNWA procedure by confirming that designated ICI construction trades were the only relevant comparison trades and that only provincial settlements (i.e. one raise for the province) would be considered for comparison purposes. In the 2004 round of bargaining, the parties were able to achieve a negotiated settlement for the first time since 1992. The negotiated settlement was \$3.40 over three years. Although the Mechanical and Sheet Metal trades subsequently settled for \$3.40 the Refrigeration and Millwright trades settled for \$3.90, which resulted in a PNWA of 50¢, which was agreed upon provided that a stabilization fund of at least 50¢ was established within each IBEW local area.

The Sixth Joint Proposal (2007-2009): In the summer of 2006 the ETBA and the IBEW held extensive negotiations for the renewal of the Joint Proposal, which included the concept that there would be one monetary settlement across the Province and an amended PNWA clause which provided as follows:

After all of the other construction, trades have settled the Joint Board will review the money settlement in comparison with the other trades, whether agreed to or selected by the selector. If the parties fail to agree on an adjustment, the matter will be referred back to the selector who will adjust the settlement to the average of the two highest settlements of the Ontario ICI construction settlements, (26 trades as per the OCS) in accordance with the rules and procedures established by the ETJB.

Once again the ETBA and the IBEW were able to achieve a negotiated settlement during the 2007 round of negotiations, which provided for an increase of \$3.80 over three years.

During the 2007 round of negotiations the vast majority of those ICI trades, with a single province-wide settlement, settled between \$3.80 and \$4.00, or less, over three years. Both the Boilermakers and the Operating Engineers settled for \$4.00 across the Province over three years. The Sprinkler Fitters settled for \$4.90 across the Province over three years. The Demolition settlement was for \$7.00 across the Province for three years.

The existence of the Demolition settlement at \$7.00 resulted in a post negotiation wage adjustment arbitration because the parties disagreed over whether or not the Demolition settlement was a relevant comparison settlement for the post negotiation wage settlement process. If it was to be averaged with the Sprinkler Fitters settlement of \$4.90, as the IBEW claimed, then the adjustment would be \$2.15 for a total ETBA/IBEW settlement over three years of \$5.95.

If it was not a relevant comparison settlement, as the ETBA claimed, then the two relevant comparison settlements would have been the Boilermakers/Operating Engineers at \$4.00 and the Sprinkler Fitters at \$4.90 which would have resulted in an adjustment of \$0.65 for a total ETBA/IBEW settlement over three years of \$4.45. This dispute went to arbitration and the arbitrator accepted the IBEW position and determined that the PNWA should be \$2.15. In a supplemental decision, the arbitrator also determined that the whole adjustment should be applied as of May 1, 2008, which meant that the IBEW received a wage increase of \$3.40 an hour on May 1, 2008, and a total wage increase of \$5.95 over the life of the collective agreement.

The Seventh Joint Proposal (2010-2012): In 2009 the ETBA and the IBEW after extensive negotiations agreed to renew the Joint Proposal. Given the dispute over the post negotiation wage adjustment that arose under the Sixth Joint Proposal this time the parties addressed this issue in greater detail. Not only were the comparison trades limited to 8 and a cap of 50¢ imposed on the PNWA, for the first time the issue of differential settlements were addressed by providing a formula on how they were to be valued in the PNWA process. Once again the ETBA and the IBEW were able to achieve a negotiated settlement during the 2010 round of negotiations, which provided for an increase of \$3.25 over three years. Once all the comparison trades had settled, it was determined that a PNWA adjustment of 50¢ was appropriate for a total wage increase of \$3.75 over three years.

The Eighth Joint Proposal (2013-2015): In 2012 the ETBA and the IBEW after extensive negotiations agreed to renew the Joint Proposal. Once again the ETBA and the IBEW were able to achieve a negotiated settlement during the 2013 round of negotiations, which provided for an increase of \$4.10 over three years. Once all the comparison trades had settled it was determined that a PNWA adjustment of 10¢ was appropriate for a total wage increase of \$4.20 over three years.

The Ninth Joint Proposal (2016-2018): For the 2016 round of bargaining the Joint Proposal was not renewed until January 2016, which was very late. In fact, the Mechanical trade settled early before the ETBA and the IBEW finished bargaining for the monetary wage increase, which made it difficult for the parties to reach a negotiated settlement. The ETBA's final offer was \$3.15 over three years, which was equivalent to the Mechanical settlement, and the IBEW's final offer was \$3.50 over three years. The selector agreed that the ETBA's final offer was the more reasonable one given the Mechanical settlement and awarded the ETBA's final offer. Once all the comparison trades had settled the ETJB determined that the average of the two highest comparison trades. was \$3.925 which was rounded up to produce a PNWA of \$0.78 for a total wage increase over three years of \$3.93.