

You Ought To Know

ISSUE: 21

What do I need to do before mobilizing workers to a different area?

There are specific requirements set out in clause 702 with regard to moving workers to a different area. First, the contractor must notify the Local Union – the Local where workers are to be moved – of the names and classifications of all IBEW members being mobilized into their area BEFORE they go. This can be done by email. Second, each IBEW member must register at the local union office to get a clearance card. This can be done in person or electronically.

Failure to notify the local union could result in a grievance which, generally, would claim that you are using non-IBEW members due to the fact that they were not cleared to work in that area.

In accordance with clause 702 of the Blue Pages, you can move the first (702A) plus three (702B) IBEW members to a different area for each job or project. Thereafter, the mobility allowance is 20% for each job or project. There is a chart in clause 702B that outlines the allowances for mobility workers and name hires.

It is important to note that, during the recent round of collective bargaining, four areas – Local 120/London, Local 303/Niagara, Local 530/Sarnia and Local 1687/Northern Ontario – added the following penalty language into their local appendix:

A non-resident Contractor that violates Section 702 of the Provincial Section of the Principal Agreement by failing to notify the Local Union of the names and classifications of all IBEW members that the non-resident Contractor brought into the Local Union's area prior to any crew movement will pay a penalty to the Local Union equal to \$750 times the number of members or employees involved in the violation.

There is a requirement to notify in all areas, and failure to notify could result in a grievance. In the four areas noted above who have adopted the new language, it will result in an automatic penalty of \$750 times the number of employees.

What is the impact of megaprojects?

To understand the labour market impacts of megaprojects in 2024, of which there was an unprecedented number, ELECTRI International funded a research initiative. Dr. Anthony Perrenoud, Chair & Associate Professor of the Construction Management Department at Boise State University, with guidance from a 12-member ELECTRI Council Task Force, interviewed 20 NECA electrical contractors to evaluate the effects and determine how project stakeholders could best manage resulting challenges. Megaprojects are defined as projects with total costs of \$1 billion or more.

One significant impact identified in the research was market share erosion for unionized contractors. The study found that megaprojects tend to draw union labour, particularly when incentives are offered. Consequently, non-union contractors are often more successful in securing small and medium-sized projects – work that previously might have gone to union contractors – due to competitive pricing and more stable workforces. Additionally, union contractors may find themselves unable to bid on these smaller jobs due to labour shortages created by the demands of megaprojects.

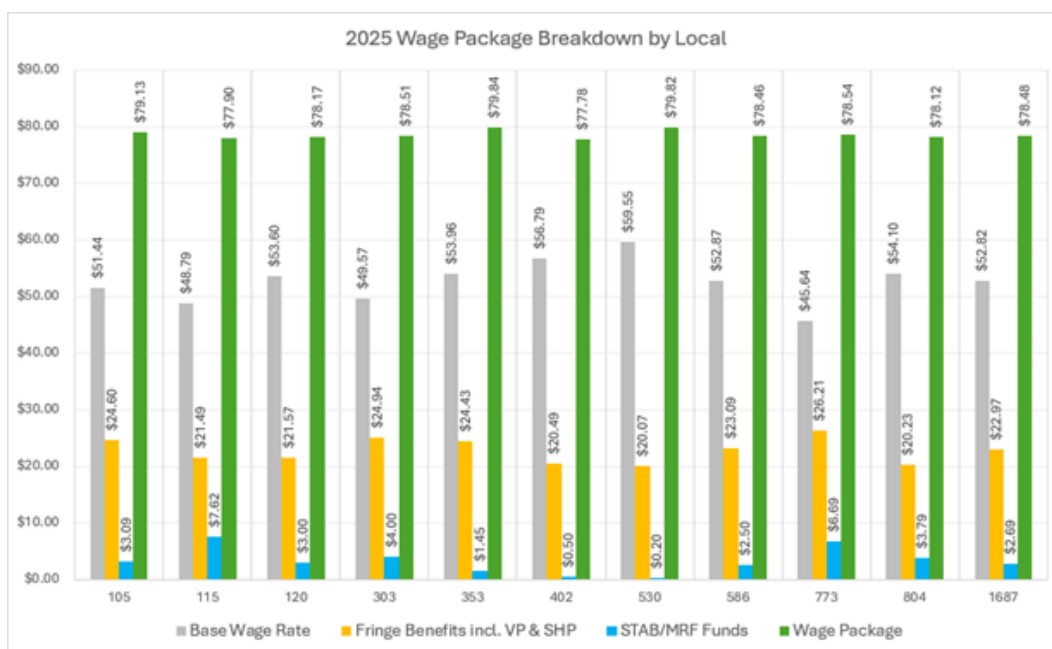
The full report is available on ELECTRI International's website, and ECAO has scheduled a webinar with Dr. Perrenoud for Wednesday, May 14th. **Reserve your spot today:** <https://bit.ly/ecao-mega>

With a new agreement in place, how does the May 1st wage increase look for each area?

Wage schedules are available from your local Electrical Contractors Association and are also posted on the members' page of ECAO's website: www.ecao.org under Labour Relations. Below is a chart that shows the wage package amount on May 1, 2024 compared to the wage package amount on May 1, 2025. Note that there are differences in the wage package amount for each Local Area because they had different wages before provincial bargaining was legislated in 1978.

Area	Local	01-May-24	01-May-25
Hamilton	105	\$75.88	\$79.13
Quinte-St. Lawrence	115	\$74.62	\$77.87
London	120	\$74.92	\$78.17
Niagara	303	\$75.26	\$78.51
Toronto	353	\$76.54	\$79.79
Thunder Bay	402	\$74.53	\$77.78
Sarnia	530	\$76.57	\$79.82
Ottawa	586	\$75.21	\$78.46
Windsor	773	\$75.29	\$78.54
Central Ontario	804	\$74.87	\$78.12
Northern Ontario	1687	\$75.23	\$78.48
Average		\$75.36	\$78.61

This chart is updated from the one shared in previous issues of You Ought to Know with the wage package rates from May 1, 2025. The parties negotiate one monetary wage increase for the entire province to the wage package every three years, so the discrepancies in wages between local areas remain. Also, each Local and its members determine the base rate, benefits, Stab Fund contributions, and any other union funds.



Do you know what You Ought to Know?

We hope that you're benefitting from the facts and insights we share through this publication. You can find all previous issues of You Ought to Know on the ECAO website under Publications.