

You Ought To Know

ISSUE: 23

What is the status of the Post Negotiated Wage Adjustment (PNWA)?

The following seven trades are on our list for the PNWA. With one exception, Sheet Metal Workers who are going to arbitration in September, all have finished bargaining.

UA Plumber/Pipefitters
UA Sprinkler Workers
Millwrights

UA Sprinkler Workers
UA Refrigeration Workers
Ironworkers/Structural and Ornamental

Sheet Metal Workers
Boilermakers

The wage settlements of the other six trades range from \$6.68 over three years to \$8.09 over three years.

The ETBA and IBEW CCO are going back to the Final Offer Selector as we have not been able to agree on the PNWA for the six outstanding trades. The IBEW CCO plans to argue that the travel zone allowance for the UA Plumbers/Pipefitters in Toronto and Barrie should be part of their wage settlement. The ETBA plans to argue that the electrical wage settlement for the purpose of PNWA was \$6.90, not \$5.40. As such, the PNWA could range from \$0.94 up to \$2.74, with half being applied on May 1, 2026 and half being applied on May 1, 2027. We will keep you updated.

When will the new collective agreements be ready?

We hope to have the PDF ready and approved in September. Once ready, it will be shared with each ECA and posted on our Labour Relations page which is accessible upon login to our website at www.ecao.org. The printed version usually takes a few more months.

What were the main changes to the Collective Agreement?

Changes to the **Green Pages** were agreed to in July 2025

- The expanded scope Memorandum of Understanding remains without the \$1 million cap as an amendment to the Green Pages (not a memorandum of local amendment).
- There is a new Boot Allowance (Section 11), which provides the following classifications with a \$200 boot allowance each January, beginning in 2026: Communications Electrician, NCS Foreperson, Senior and Junior NCS, 1st and 2nd term NCS Apprentice, and Communication Cable Installer.

Note that if you have electricians who work under the Green Pages, they do not get the Boot Allowance unless they are classified as a Communications Electrician. Pursuant to clause 301A, they must have both 309A and 631A licenses.

- There is also a new section for Apprentices (Section 12) that provides financial assistance to first and second term NCS apprentices who are going to trade school and get their Certificate of Qualification (631A). This does not apply to other classifications of employees who challenge the exam.

Effective August 1, 2025, employers will provide financial assistance to each apprentice Network Cabling Specialist as follows:

1. Payment of tuition for first-time enrollment in each term of trade school.
2. Payment of a bursary of \$500 upon successful completion of each term of trade school.
3. Payment of an award of \$750 to each apprentice who passes the Certificate of Qualification examination on the first try.
4. Payment of an additional award of \$500 to each apprentice who passes the Certificate of Qualification examination with a score of 80% or greater on the first try.

Changes to the **Yellow Pages** (non-ICI line agreement)

- Implementation of a co-op placement program for Powerline Technician (PLT) college students within Locals 353 and 1687.
- Introduction of modified hours and wage structures for 24/7 shift work at Toronto Hydro, with potential expansion to other utilities.
- An annual \$200 payment for safety boot purchases for Yellow Pages workers, included on their first paycheque in January of each year.
- A one-hour extension to the Standby Clause.
- Extension of the Letter of Understanding (LOU) regarding the percentage increase for subforepersons and forepersons within the PLT classification.

Changes to Local Appendices

There are some important changes to local appendices as set out below. This is not an exhaustive list, so please reach out to the area ECA or Jodi Travers (jtravers@ecao.org) for additional details.

- Local 120/London, Local 303/Niagara, Local 530/Sarnia and Local 1687/Northern Ontario added the following penalty language into the agreement for contractors who do not **notify** the Local of mobility workers' names and classifications before they start. If you are a non-resident contractor doing work in those areas, this applies if you do not notify the Local Union of mobility workers' names and classifications in advance.

In accordance with Section 702B of the Provincial Section of the Principal Agreement, the Contractor will notify the Local Union of the names and classifications of all IBEW members it is bringing into the area prior to any crew movement. A Contractor that fails to notify as required prior to any crew movement will pay a penalty to the Local Union equal to \$750 times the number of employees involved in the violation.

Local	Highlights
Local 120	On jobs with 50 or more bargaining unit members, the steward will be a walking steward with union-related duties only and paid by the employer. A foreperson may work on the tools until they become the 9 th worker. Then they shall act in a supervisory manner only.
Local 353	A subforeperson will not direct more than 3 employees. A foreperson shall not perform bargaining unit work if responsible for more than 2 subforepersons and shall not be responsible for more than 4 subforepersons.
Local 402	Clarification added to clause 800 for when employees receive a half hour (30-minute) paid meal period and a meal provided by the contractor. It must either be a hot meal or \$25. Change of shift premium language to 120% of the base hourly rate (afternoon shift) or 135% of the base hourly rate (night shift). For Service/Maintenance work, clause 1600 was modified to \$700,000 from \$375,000.
Local 530	Changes to their foreperson ratio language to reference workers instead of journeypersons. There were also changes to the ratio numbers. Added ability to schedule two 30-minute breaks in lieu of the scheduled regular coffee and lunch breaks. Contractor must notify Local 530 three days prior to implementing the schedule. Adjusted height pay to \$3/hour for work 18 metres+ above ground.
Local 586	Minor Construction Project Agreement for small projects with a max of 2,500 hours (40 hours/week, earlier start time, notification required). Agreement to permit OYAP students with specific terms and conditions.
Local 773	When working a ten-hour shift that starts before 8:00 a.m., the first scheduled start time hour worked and the last scheduled end of shift hour worked shall be paid at double times (2x) the regular rate. The first scheduled start time hour worked and the last scheduled end of shift hour worked shall also be paid at double (2x) time the regular rate for ten-hour afternoon or midnight shifts. If you name hire a foreperson, they remain at that classification for the job they were hired for, for as long as the jobsite numbers require enough forepersons to remain. Under no circumstances will a name hired foreperson be paid less than six weeks as a foreperson. Once jobsite numbers decline, they will be allowed to remain in a journeyperson capacity. Remembrance Day was added as a statutory holiday.
Local 1687	A ten-minute break before the commencement of overtime work at the end of the regular shift. For all underground mining and tunnelling work, and all work in pressurized chambers, a premium equal to 5% of the wage package will be added to the rate of pay. Contractors to reimburse employees up to \$200, with proof of receipt, for metatarsal foot protection when required by the contractor, client or customer.

Do you know what You Ought to Know?

We hope that you're benefitting from the facts and insights we share through this publication. We welcome your questions and content ideas for future issues at any time. Contact Jodi Travers, ECAO's Labour Relations Manager, at jtravers@ecao.org. You can access all previous issues anytime on the ECAO member website under Labour Relations.