

You Ought To Know

ISSUE: 25

Post Negotiated Wage Adjustment (PNWA)

What was the impact of the negotiated increases of the other trades?

As mentioned in Issue 23 of You Ought to Know, the Electrical Trade Bargaining Agency (ETBA) and International Brotherhood of Electrical Workers Construction Council of Ontario (IBEW CCO) agreed to go to the Final Offer Selector, Eli Gedalof, for a decision on the Post Negotiated Wage Adjustment (PNWA) for the recent round of bargaining. Our hearing was on October 20, 2025.

The Final Offer Selector ruled that our PNWA for this round of bargaining will be **\$2.40**.

This adjustment was determined by comparing our wage settlement of \$5.40 with the average of the two highest wage settlements among the following agreed-upon comparison trades:

- UA Plumber/Pipefitters
- UA Sprinkler Workers
- Millwrights
- UA Refrigeration Workers
- Sheet Metal Workers
- Ironworkers/Structural and Ornamental
- Boilermakers

The wage settlements for these comparison trades ranged from \$5.65 to \$8.00 over three years. The two highest settlements were with the Refrigeration Workers and Sprinkler Fitters, leading to the \$2.40 adjustment.

How will this impact Future Wage Schedules?

This \$2.40 PNWA will be implemented over the final two years of our agreement, resulting in an increase of \$1.20 to the journeyman wage package on both May 1, 2026 and May 1, 2027.

Please find the updated three-year wage increases below.

	Wage Settlement*		With \$2.40 PNWA		With \$1.50 catch up	
May 1, 2025	\$1.75	2.3%	\$1.75	2.3%	\$3.25	4.3%
May 1, 2026	\$1.80	2.3%	\$3.00	3.8%	\$3.00	3.8%
May 1, 2027	\$1.85	2.3%	\$3.05	3.7%	\$3.05	3.7%
TOTAL	\$5.40	6.9%	\$7.80	9.8%	\$9.30	11.9%

*not including \$1.50 catch-up that was applied at 11:59 p.m. on April 30, 2025.

The wage schedules for May 1, 2026 and May 1, 2027 will be modified to reflect these increases.

How do we compare to other trades?

We went to Final Offer Selection in April, which resulted in a wage increase of \$5.40 over three years. The other seven trades (from our PNWA) settled with increases ranging from \$5.65 to \$8.00. The average of 21 trade wage settlements (available at the time of writing) was \$5.78.

Going back in time to the average wage packages in 1994 after our first round of bargaining with the Joint Proposal and PNWA, Electrical was the fourth highest. Before the most recent round of bargaining, the May 1, 2024 column shows average wage packages for Electrical plus the seven trades included in our PNWA. The May 1, 2027 column shows the wage packages based on increases from the most recent round of bargaining. Our number includes the wage package increase, the \$1.50 catch up and the PNWA. Refrigeration is the only trade ahead, on average. In fact, out of the 21 wage packages we have available, Electrical is number two.

Trade	May 1, 1994	May 1, 2024	May 1, 2027
Electrical	\$35.51 (#4)	\$75.36 (#2)	\$84.66 (#2)
Refrigeration	\$36.76	\$77.16	\$85.16
Sprinkler Fitters	\$35.32	\$75.21	\$82.81
Mechanical	\$36.23	\$73.53	\$80.12
Boilermakers	\$35.67	\$72.34	\$79.30
Sheet Metal	\$35.16	\$70.37	\$76.02
Millwrights	\$35.27	\$68.83	\$75.51
Ironworkers	\$34.10	\$67.40	\$74.28

Did the Joint Proposal work?

Yes. During our Joint Proposal negotiations for this round of bargaining, the Electrical Trade Bargaining Agency (ETBA) conducted a thorough risk assessment. We looked at potential impacts of going through bargaining both with and without a Joint Proposal. Given the inflation spikes during and following the 2024 round of bargaining, there was an argument that our wage package was 'behind'. We had a cap on the PNWA, which resulted in a PNWA of \$1.00. As such, the IBEW would not negotiate a Joint Proposal until ETBA addressed the perceived shortfall. That is the reason the Joint Proposal had a \$1.50 catch-up increase, which was applied on April 30, 2025 at 11:59 p.m.

We believe the Joint Proposal benefits both contractors and employees by supporting a reasonable wage increase without a potential labour disruption. Although we do not always negotiate language that increases our members' competitiveness, which is ETBA's goal, the Joint Proposal ensures your clients, your employees, and your companies are not negatively impacted by an IBEW work stoppage.

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. Please reach out to Jodi Travers at jtravers@ecao.org if you have any questions or suggestions for future issues.