

# You Ought To Know

ISSUE: 27

## GREEN PAGES

It's time for another Green Pages issue of You Ought to Know. As always, if you have questions, please reach out to Jodi Travers at [jtravers@ecao.org](mailto:jtravers@ecao.org).

### **When does my Level 2 Network Cabling Specialist (NCS) Apprentice become a Junior Network Cabling Specialist (NCS) technician?**

The language in section 3 is clear when it comes to classifications and requirements prior to moving from an apprentice to a Junior NCS technician. Before moving to a Junior NCS Technician, they must meet these requirements:

1. Have 4,000 hours on the job experience AND
2. Attend and finish two terms of trade school AND
3. Pass the exam to get their 631A Certificate of Qualification

This applies to employees who are properly classified as apprentices who have a Registered Training Agreement.

### **Do you know you can refuse a dispatch if the worker does not have the proper license?**

Section 3 outlines requirements for each classification under the Green Pages. If you require a Junior NCS Tech or above, and the union dispatches someone without a Certificate of Qualification (631A), you can refuse the dispatch.

### **How do I get a qualified technician?**

There are two sections in the Green Pages that deal with hiring – section 5 and section 7. You also need to review section 7 of the Blue Pages.

If the union is unable to fill your call after 3 days, you can recruit workers into the classification, or if you are working outside of your home area, you can bring in your own crew under clause 705. Please notify the local Business Manager before the job starts and when the job ends.

### **Does your Level 1 or Level 2 NCS apprentice need a Registered Training Agreement?**

When you recruit someone as a Level 1 NCS apprentice, they can work for 900 hours before a Registered Training Agreement (RTA) is required. The RTA is between the apprentice and the employer, but in some areas might be with the JAC. If an RTA is not signed after 900 hours, the apprentice might not be cleared for work.

### **How can my existing Junior and Senior NCS Technicians get their 631A?**

They should have their 631A if they are a Junior or Senior NCS Technician, however they might have been grandfathered into those classifications years ago.

If they can carry out work as defined within the trade, they might be eligible to challenge the exam with Skilled Trades Ontario. Please have them reach out to Brian Boersma ([brian@oeittf.com](mailto:brian@oeittf.com)) for details and registration information. Fees are currently covered by the Ontario Electrical Industry Training Trust Fund (OEITTF). There is also a pre-exam course provided by OEITTF.

### **Were any changes made to the Green Pages during the last round of bargaining?**

Although changes were not made to the Green Pages during provincial negotiations, the Parties did agree to some changes while resolving the grievance IBEW CCO filed against the ETBA on the expanded scope. These changes do not impact Local 353 members because of existing systems in place.

Effective August 1, 2025, the following was added as a new Section 12 – Apprentices:

Employers will provide financial assistance to each apprentice Network Cabling Specialist as follows:

- i. Payment of tuition for first-time enrolment in each term of trade school.
- ii. Payment of a bursary of \$500 upon successful completion of each of term of trade school.
- iii. Payment of an award of \$750 to each apprentice who passes the C of Q Examination on the first try; and
- iv. Payment of an additional award of \$500 to each apprentice who passes the C of Q Examination with a score of 80% or greater on the first try.

Also, you might have received an email or seen the enews about the new Boot Allowance. If not, please review the language below:

1100: Commencing January 2026, employees will receive an annual boot allowance of \$200 per calendar year from their employer. The allowance will be paid in the first full week of January of each year. If an employee is not actively employed in the first full week of January, the employee will be paid the annual boot allowance by the employer who first employs the employee after the first full week in January and the allowance will be paid together with the employee's first regular pay. An employee will not be entitled to collect a boot allowance more than once per calendar year.

1101: Where the Local Union and Local ECA agree, the employer obligation may be executed or transferred to the Local ECA through the provision of store credits, vouchers, gift cards or other means that they may agree upon. It is agreed that the GTECA/Local 353 system presently in place will continue until otherwise agree to between GTECA and Local 353.

Also, the expanded scope Letter of Understanding no longer has a \$1 million limit and is permanently part of the Green Pages.

### **Where can I get more information about the Communications Sector?**

Save the date! ECAO is organizing their second Low Voltage and Systems Integration Symposium on Wednesday June 3 at the Toronto Congress Centre.

### **Is the new Collective Agreement ready yet?**

Yes, the PDF is ready but the wage schedules for May 1, 2026 and May 1, 2027 are not yet updated with the Post Negotiated Wage Adjustment (PNWA). You can access the PDF on the Labour Relations Page of the ECAO Website: [www.ecao.org/member/labour-relations](http://www.ecao.org/member/labour-relations).

