

# TOOL BOX TALK: WHO REALLY SETS YOUR PAY?

## (5 MINUTES)

Foreperson: Good morning, everyone. Let's take 5 minutes to talk about how your pay—your total compensation—is determined. We want to clear up a common misunderstanding.

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### 1. THE TOTAL PACKAGE: SAME DOLLAR ACROSS THE PROVINCE

- The Big Number: The union and the employer association negotiate one wage package increase for everyone in the province.
- Every IBEW member gets the exact same dollar-for-dollar increase to their wage package, whether you're in Toronto, Thunder Bay, or here.
- This package includes your Base Rate, Pension/RRSP, Benefits (Health and Welfare), and other union funds. The current average wage package in Ontario is \$78.61 per hour.
- Important: We negotiate in dollar amounts per hour, not percentages, which is different from many other trades.

### 2. YOUR TAKE-HOME PAY: CONTROLLED BY YOUR LOCAL UNION

- Contractors Don't Set Your Pay: The contractor must pay the entire negotiated package. They do not set your Base Rate.
- You Vote on the Split: While the overall package is set provincially, your Local Union decides how to spend it.
- The members of your Local Union—that's you—vote on how to break up that increase. You vote to determine the Base Rate (the money on your pay cheque, which is currently an average of \$52.65 per hour across Ontario) and how much goes into your Pension, Benefits, and other funds.

### THE BOTTOM LINE: YOU CONTROL YOUR PAYCHECK

- The single most important takeaway is this: You determine your Base Rate.
- If you want a voice on your weekly take-home pay and the funding for your benefits, you need to be at your Local Union meetings following bargaining to cast your vote.

Any quick questions about the wage package or base rate?