

# ECAO TOOL BOX TALK: YOUR IBEW ONTARIO WAGE PACKAGE

ELECTRICAL  
CONTRACTORS  
ASSOCIATION OF  
ONTARIO

## QS AND AS

### QUESTIONS ABOUT THE WAGE INCREASE AND PACKAGE

These questions focus on the mechanics of the provincial negotiation and the overall wage package:

Why does the union negotiate in **dollar amounts** instead of percentages?

Honestly, because that is how it's been done and the IBEW and ETBA have not agreed to do otherwise. It's set out in the Joint Proposal.

What exactly is included in the "**wage package**" besides the base rate?

The wage package includes your base rate, vacation pay, stat holiday pay, union funds – which include pension/RRSP, health and welfare (benefits), and other funds such as stabilizations, training etc. It varies per local.

Why do union funds vary by local?

Each local union has their own pension plan and/or RRSP, and their own health and welfare plan. Each plan has its own components and costs. Each local union also sets up their own local funds, which might include training, SUB fund, organizing.

The document says the wage package average is **\$78.61**—is that what my Local's wage package is?

Each local's wage package is different, and they range from \$77.78 to \$79.84 as of May 1, 2025. (see appendix if needed)

Since the dollar increase is the same province-wide, why are there still "**legacy differences**" in Local wage packages?

Provincial bargaining began in 1978 – previously all increases were negotiated on a local level. Since 1978, the same increase has been applied across the Province.

## QUESTIONS ABOUT TAKE-HOME PAY AND LOCAL CONTROL

These questions revolve around how the negotiated money translates into the amount they see on their pay cheque:

What are the next steps or dates for the **Local Union vote** that determines the base rate and the funding for benefits?

This will depend on your local union. They might have already determined the allocation of the post negotiated wage adjustment. They would have already met about the initial negotiated increase since wage schedules had to be done before May 1, 2025.

What is the difference between my **Base Rate** and the full **Wage Package** amount, and where can I see a breakdown of the union funds?

This varies by local. Base rates range from \$45.64 to \$59.55. It's a large spread and it's determined by the union fund amount. You can look at your wage schedule in the collective agreement to see the breakdown of funds. Union funds range from \$13.12 to \$25.60/hour.

If I want a **higher weekly take-home pay**, I should vote for a higher Base Rate—but what is the trade-off for that?

This will depend on the funds included in the union fund amount. Some areas might have more benefits in their Health and Welfare Plan, which might account for a higher hourly contribution.

What is the **Stab Fund** that is mentioned as a union fund?

This is a stabilization fund. If contractors decide to bid on jobs with non-union competition, they can apply to the local union for stabilization funds. Basically, stabilization funds reduce the amount the contractor needs to quote for the labour rate, without lowering your wage package. For example, if a local union agrees to a \$5/hour stabilization rate, the contractor could lower their labour rate by \$5/hour.

**APPENDIX**

<b>May 2025 Journeyperson Wages</b>				
<b>Local</b>	<b>Base Rate</b>	<b>VP/SHP</b>	<b>Union Funds</b>	<b>Wage Pkg</b>
105	\$51.44	\$6.17	\$21.52	\$79.13
115	\$48.79	\$5.85	\$23.26	\$77.90
120	\$53.60	\$6.43	\$18.14	\$78.17
303	\$49.57	\$5.95	\$22.99	\$78.51
353	\$53.96	\$6.47	\$19.41	\$79.84
402	\$56.79	\$6.81	\$14.18	\$77.78
530	\$59.55	\$7.15	\$13.12	\$79.82
586	\$52.87	\$6.34	\$19.25	\$78.46
773	\$45.64	\$7.30	\$25.60	\$78.54
804	\$54.10	\$6.49	\$17.53	\$78.12
1687	\$52.82	\$6.34	\$19.32	\$78.48