

Principal Agreement: 2025-2027

Local Appendix (White Pages)

Changes, New Additions and Wage Adjustments

NEW Additions

1. Clause 800 STATUTORY HOLIDAYS (NEW)

Local 773 added: Remembrance Day

2025- Tues. Nov. 11

2026- Wed. Nov. 11

2027- Thurs. Nov. 11

2. Clause 1900 LUNCH ROOM (NEW)

On jobsites where four (4) or more Local Union employees and employed and facilities are not provided by others the Company shall provide a properly heated and maintained shelter equipped with paper towels, non-toxic hypo-allergenic hand cleaner, a hand wash cart, tables and chairs, one(1) microwave for every four (4) employees, fans for months where external temperatures is above seventy (70) Fahrenheit, twenty-one (21) degrees Celsius and provision for the posting of union literature in the employees lunchroom. The lunchroom is not to be used as office space or for the storage of materials

3. Clause 1200- TOOLS (NEW)

A member may elect to bring their own speed wrenches, nut drivers and additional pairs of pliers or side cutters. At no time will it be acceptable for any dispatched by Local 773 to furnish their own power tools, saw blades, drill bits, taps, or any other disposable item that is currently supplied by the contractor. If these items are properly stored in a secure job box, sea container, or site office and are stolen as a result of forcible entry, destroyed by fire, lost or damaged in transportation by the contractor, the contractor will replace all items contained within this list and the list located in Section 12- Tools in the Provincial portion of the Principal Agreement.

4. Clause 404 (NEW) SAFETY AND PERSONAL CONDUCT

The use of intoxicating alcohol and drugs (not prescribed by a physician) on a job, or during working hours, including rest and lunch periods, may be sufficient cause for dismissal.

The onus and burden of proof shall be on the contractor regarding any alleged offence.

In the event that an employee arrives at the job under the influence of intoxicating alcohol or drugs, that employee shall be removed from the job site and the Union Business Representative and the Employer's Representative shall be advised of the action taken.

Changes

1. Clause 900.1.5 VACATION PAY AND STATUTORY HOLIDAY PAY

Vacation and statutory holiday pay shall be at the rate of twelve percent (12%) of the hourly earnings. Vacation and Statutory Holiday pay will be remitted monthly to IBEW Local 773 Vacation Pay Trust Fund along with proper remittance forms showing all hours worked and monies earned. The Administrator of the Fund shall register all hours and deposit all cheques in a bank chosen by the Trustees of the Fund. Payment from the Fund will be made twice yearly or more often as determined by the Trustees of the Fund.

CHANGES

Vacation and statutory holiday pay shall be at the rate of **sixteen percent (16%)** of the hourly earnings for ICI Wage Schedule 900.I.1, Residential Wage Schedule 900.I.2 and Maintenance Wage Schedule 900.I.3.. Vacation and Statutory Holiday pay will be remitted monthly to IBEW Local 773 Vacation Pay Trust Fund along with proper remittance forms showing all hours worked and monies earned. The administrator of the Fund shall register all hours and deposit all cheques in a bank chosen by the Trustees of the Fund. Payment from the Fund will be made twice yearly or more often as determined by the Trustees of the Fund.

2. Clause 800 REGULAR HOURS

The regular hours of work in Windsor shall be eight (8) hours per day, Monday to Thursday between the hours of 8:00 a.m. and 4:30 p.m. and Friday four (4) hours between the hours of 8:00 a.m. and 12:00 noon.

It may be necessary from time to time to vary the hours of work as established in the I.C.I. Agreement for Local 773. Any amendments to the hours of work will be established by mutual agreement between the Contractor and the Local Union Business Manager.

Employees required to work between the hours of 12:00 noon and 4:30 p.m. on Friday will be paid at the rate of one and one-half (1 1/2) times their regular rate of wage. Work may be performed between the hours of noon and 4:30 p.m. on Friday at the regular rate of pay provided that the equivalent time off is granted to the Employee during the following or current work week. This shall be as an option to the Employee.

The provisions in 800 shall not be considered as a guarantee of hours per day or per week.

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When working a ten (10) hour shift that starts before 8:00 am., the first scheduled start time hour worked, and the last scheduled end of shift hour worked shall be paid at double (2x) times the regular rate. The first scheduled end of shift hour worked and last scheduled end of shift hour shall also be paid at (2x) time the regular rate for ten (10) hour afternoon or midnight shifts.

The provisions in 800 shall not be considered as a guarantee of hours per day or per week.

3. Clause 700 HIRING

A. The Contractor agrees to hire and employ only members of the International Brotherhood of Electrical Workers on all electrical work. When hiring through the Local Union office, the Contractor shall be entitled to name hire up to fifty (50) percent of the IBEW members, including Forepersons. When making appointments to the Foreperson level, the Employers will give consideration to those Journeypersons they presently employ. All hiring will be done through the Local Union office and no one will be employed unless they are in possession of a clearance card from the Local Union office. All members are to be dispatched to the Contractor. The Business Manager of the Local Union has the discretion to permit higher percentages for name hires.

B. The name hired Member must have been on the out of work list for two (2) calendar weeks immediately prior to hiring. This two (2) week condition does not apply to Forepersons. The Business Manager shall have the discretion to waive the two (2) week condition for any other members. There shall be no "banking" of name hired calls, so that any Contractor not utilizing its full name hire allowance shall not be permitted to include the unused portion of such allowance when hiring at a later date. The ETJB will be empowered to develop necessary mechanisms to prevent abuses.

C. The provisions of Section 700 A shall be applied in accordance with the following grid. In the event that the Contractor requires more than twenty (20) Employees, the formula set out in the grid shall continue to be applied.

CHANGES

D. (NEW) Any member, name hired as a foreman, must remain a foreman for the project they were hired for, for as long as the jobsite numbers require enough foreman to remain employed in the classification. Under no circumstances will a member name hired as a foreman, be paid less than six (6) weeks as a foreman. When workforce numbers decline due to progress towards project completion, members will be allowed to remain in a journeyman capacity, in the employ of the company that they were name hired as a foreman. If a member accepts a name hire call as a foreman, and declines or refuses the foreman position before the six (6) weeks have expired, that member will be immediately laid-off for shortage of work

4. CLAUSE 1007 BEREAVEMENT PAY

Bereavement Pay- In the event of death in the immediate family of a Local 773 member, (spouse, children, mother, father, mother-in-law, father-in-law, sibling, or grandparents) any local member working for a Local 73 signatory contractor shall receive sixteen (16) hours pay

CHANGES:

Bereavement Pay- In the event of death in the immediate family of a Local 773 member, (spouse, children, mother, father, mother-in-law, father-in-law, sibling, or grandparents) any local member working for a Local 73 signatory contractor shall receive **twenty (20) hours pay.**

WAGE ADJUSTMENTS

Clause 900.I.1 ICI WAGES

May 1, 2025, to April 30, 2028, increase the Wage Package by \$6.90.

May 1, 2025- ~~\$3.25 (1.75 + 1.50)~~ \$1.50 Pre-Negotiation Allotment for cost of living/inflation incurred during the last CBA

Base- .74c
Vac Pay- \$1.91
Pension- .50 cents
Dues- .10 cents

May 1, 2026- \$1.80

Base- \$1.22
Vac Pay- .20 cents
Pension- .33 cents
Dues- .05 cents

May 1, 2027- \$1.85

Base- \$1.550
Vac Pay- .25 cents
Dues- .05 cents

NOTE: The above rates do not reflect any new post-negotiated wage adjustments that will be determined later this year.

Clause 900.I.2 RESIDENTIAL WAGES

May 1, 2025, to April 30, 2028, increase the Wage Package \$7.00 from \$39.05 to \$46.05 over three years.

May 1, 2025 \$3.00

May 1, 2026 \$2.00

May 1, 2027 \$2.00

Principal Agreement: 2025-2027

Communication Agreement

Green Pages

Changes and New Additions

MEMORANDUM OF AGREEMENT

BETWEEN:

**THE ELECTRICAL TRADE BARGAINING
AGENCY OF THE ELECTRICAL
CONTRACTORS ASSOCIATION OF ONTARIO**

- and-

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS and IBEW CONSTRUCTION
COUNCIL OF ONTARIO**

The parties agree to amend the Communications Work Section ("Green Pages") of the Principal Agreement as follows:

1. -[new] Letter of Understanding dated July 21, 2025

The following new letter of understanding is agreed to:

Letter of Understanding

1. The scope of the Communications Agreement in the jurisdiction of Local 353 is amended by the Letter of Understanding dated January 7, 2019 in the Local 353 Appendix to the Principal Agreement. The amendment shall not be considered a Local Area Amendment but, rather, an

amendment to the Communications Section of the Principal Agreement made by the Electrical Trade Bargaining Agency of the Electrical Contractors Association and the International Brotherhood of Electrical Workers and the IBEW Construction Council of Ontario.

2. The scope of the Communications Agreement in the jurisdiction of Locals 105, 115, 120, 303, 402, 530, 586, 773, 804 and 1687, is amended by the Memorandum of Understanding dated February 20, 2022 in the Communications Section of the Principal Agreement (except for para. 3 of the February 20, 2022 Memorandum of Understanding, which no longer applies as of the date of this Letter of Understanding). The amendment shall not be considered a Local Area Amendment but, rather, an amendment to the Communications Section of the Principal Agreement made by the Electrical Trade Bargaining Agency of the Electrical Contractors Association and the International Brotherhood of Electrical Workers and the IBEW Construction Council of Ontario.

2. Boot Allowance (NEW)

A new section 11 will be included in the Green Pages and will read as follows:

Section 11 - Boot Allowance

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 agreed to between GTECA and Local 353.

3. Apprentices (NEW)

A new section 12 will be included in the Green Pages and will read as follows:

Section 12 - Apprentices

1200 Effective as of August 1, 2025, 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.

