

# You Ought To Know

## Joint Proposal and Next Steps

On October 21, 2021, the IBEW ratified the Joint Proposal, which is a no-strike, no lockout agreement. Of those who voted, 75% cast their ballot in favour of the Joint Proposal. At this time, we're waiting for a few Electrical Contractor Associations (ECAs) to ratify at a local level.

What's next? Bargaining is set to begin locally on November 1, 2021, and provincial bargaining will end on February 18, 2022. The ETBA is optimistic that we will be able to negotiate meaningful changes that increase our members' competitiveness and provide job security to IBEW members.

Learn more and be informed! Watch for the next issue of ECAO's magazine, The Ontario Electrical Contractor, to read about the history of provincial bargaining and, more specifically, the Joint Proposal.

## Mediation: what for?

As a neutral third party, mediators help keep parties on track and enable agreement; they are not decision-makers nor can they force a party to agree to a proposal. Again this round, local areas were offered a mediator to assist with local bargaining. As of last week, six areas had booked a mediator and we hope more take advantage of this offer.

## Wage Package: how are wage increases negotiated?

We often get questions about what monetary increases are negotiated provincially. While ***the base rate is determined by the union and its members***, not by contractor employers, we negotiate monetary adjustments at the provincial table to the:


- Wage package (middle column on the wage schedule)
- Travel rates: kilometres, room & board, zone rates

When you review the wage schedule, which is in each local agreement in the white pages at the back of the Principal Agreement, there are several columns. We break it down for you here:

Base Rate: This is the difference between the wage package and the union fund amount, using a formula that ensures 10% is applied for Vacation and Statutory Holiday Pay (VP & SHP).

VP & SHP: 10% of the base rate for Vacation and Statutory Holiday Pay.

Union Funds: These differ for each local and include items such as contributions to health and welfare (benefits), pension/RRSP, education fund, stabilization fund, etc. The employer (contractor) does not have any decision-making authority over the amounts contributed to these funds. Each local union and their members (i.e., your employees who are IBEW members) have their own procedure for allocating the wage package increase to the union funds and base rate.



Wage Package: Increases to this amount are negotiated at the provincial bargaining table every three years. This is the total compensation package for IBEW members (your employees). Employees might only see their base rate and VP&SHP amounts on their paycheque, but there is a large investment of funds into the union funds, including benefit plans and pension plans, which are a benefit to the employee.

ECA Fund: Each ECA has their own fund that includes different things. All ECA funds include the ECAO fund, which is 10 cents per hour. This is in addition to the wage package and is not negotiated provincially. Each ECA has their own process in determining ECA fund amounts.

Total Package: The total of all columns. This is the amount the contractor uses when bidding on jobs, in addition to other burdens or taxes.

To give a better overview, this is the agreed-upon monetary package from the previous round of bargaining. The post-negotiated wage adjustment of 17 cents impacted 2020 (\$1.49) and 2021 (\$1.48).

<b>May 1</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Wages*	\$1.25	\$1.40	\$1.40
Travel: 402 and 1687	\$0.30	\$0.25	\$0.25
Travel: South	\$1.50	\$1.50	\$1.50
Line Subsistence	\$2.00	\$1.75	\$1.50
Zones	\$0.50	\$0.50	\$0.50
Mileage	\$0.01	\$0.01	\$0.01

\*The wage amount is applied to the wage package

## Need more info?

We'll be publishing You Ought To Know on regular basis over the next few months – there's a lot more relevant, timely information coming your way. But we welcome your questions anytime. Contact Jodi Travers, ECAO Labour Relations Manager, at [jtravers@ecao.org](mailto:jtravers@ecao.org).