

WAGES & FRINGE BENEFITS - COMMUNICATIONS AGREEMENT LOCAL UNION 804 - CENTRAL ONTARIO

For communication Electricians refer to section 22 Local Appendix.

Effective May 1, 2025, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.

L.U. 804 Journeyperson Wages & Fringe Benefits - Principle Agreement.

Wages, deductions, benefits and other terms and conditions of employment are subject to amendment during the term of this agreement.

All terms and conditions should be verified with the Local Union and Area ECA

	Date	Base Rate	VP & SHP*	Union Funds**	Wage Package	ECA *** Fund	Total Package
Senior NCS Journeyperson	May 1, 2025	\$ 41.73	\$ 5.01	\$ 11.85	\$ 58.59	\$ 0.46	\$ 59.05
	May 1, 2026	\$ 42.62	\$ 5.11	\$ 12.21	\$ 59.94	\$ 0.46	\$ 60.40
	May 1, 2027	\$ 43.52	\$ 5.22	\$ 12.59	\$ 61.33	\$ 0.46	\$ 61.79
Junior NCS Journeyperson	May 1, 2025	\$ 32.75	\$ 3.93	\$ 10.19	\$ 46.87	\$ 0.46	\$ 47.33
	May 1, 2026	\$ 33.43	\$ 4.01	\$ 10.51	\$ 47.95	\$ 0.46	\$ 48.41
	May 1, 2027	\$ 34.13	\$ 4.10	\$ 10.83	\$ 49.06	\$ 0.46	\$ 49.52
2nd Term Apprentice NCS	May 1, 2025	\$ 26.77	\$ 3.21	\$ 9.08	\$ 39.06	\$ 0.46	\$ 39.52
	May 1, 2026	\$ 27.30	\$ 3.28	\$ 9.38	\$ 39.96	\$ 0.46	\$ 40.42
	May 1, 2027	\$ 27.86	\$ 3.34	\$ 9.69	\$ 40.89	\$ 0.46	\$ 41.35
1st Term Apprentice NCS	May 1, 2025	\$ 23.75	\$ 2.85	\$ 8.53	\$ 35.13	\$ 0.46	\$ 35.59
	May 1, 2026	\$ 24.23	\$ 2.91	\$ 8.82	\$ 35.96	\$ 0.46	\$ 36.42
	May 1, 2027	\$ 24.72	\$ 2.97	\$ 9.11	\$ 36.80	\$ 0.46	\$ 37.26
Communications Cable Installer	May 1, 2025	\$ 23.75	\$ 2.85	\$ 8.53	\$ 35.13	\$ 0.46	\$ 35.59
	May 1, 2026	\$ 24.23	\$ 2.91	\$ 8.82	\$ 35.96	\$ 0.46	\$ 36.42
	May 1, 2027	\$ 24.72	\$ 2.97	\$ 9.11	\$ 36.80	\$ 0.46	\$ 37.26

* Vacation Pay & Statutory Holiday Pay: 12% of Base Rate

** Breakdown of Union Funds:

OEITTF - \$0.05, CCO - \$0.20, JEPP - \$0.10 (13% HST to be included with remittance)

Health & Welfare - \$3.80, (May 1, 2026 - \$4.00; May 1, 2027 - \$4.20)

Pension Contributions: Defined Benefit - 15% of the Base Rate, Recreation fund - 0.3% of the Base Rate

Education fund - 0.15% of the Base Rate, Market Recovery Fund - 3% of the Base Rate

*** Breakdown of ECA Funds:

ECA - \$0.46

Approved


IBEW

Date: May 8, 2025


Derek Brooks (May 8, 2025 11:05 EDT)

Derek Brooks

ECACO


Nick Mammoliti (May 8, 2025 12:11 EDT)

Nick Mammoliti

NOTE:

1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2025 to April 30, 2028 inclusive may be subject to amendment prior to expiry

2. A Union Dues checkoff of two percent (2%) of the hourly base rate to be deducted from the Employee's wages.

3. Union Funds should be sent to:

Union Benefits Plan Services
151 Frobisher Drive, Suite 220
Waterloo, Ontario
N2V 2C9











800 Comms 2025-28 (May 8th)

Final Audit Report

2025-05-08

Created:	2025-05-08
By:	Dave Graham (dgraham@ibew804.ca)
Status:	Signed
Transaction ID:	CBJCHBCAABAAHFEOV7JGdtGflnDsAuFXR661uXL_UdP9

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-  Document created by Dave Graham (dgraham@ibew804.ca)
2025-05-08 - 2:59:06 PM GMT- IP address: 216.208.180.202
-  Document emailed to dbrooks@ibew804.ca for signature
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-  Signer dbrooks@ibew804.ca entered name at signing as Derek Brooks
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-  Signer nick@live-electric.ca entered name at signing as Nick Mammoliti
2025-05-08 - 4:11:47 PM GMT- IP address: 72.138.76.170
-  Document e-signed by Nick Mammoliti (nick@live-electric.ca)
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