

COLLECTIVE AGREEMENT

BETWEEN:

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 804
("IBEW LOCAL 804")

- and -

ECA CENTRAL ONTARIO
("ECACO")

Article 1- Purpose

1.01 The purpose of this Collective Agreement is to establish wages, hours of work and other conditions of employment for electrical maintenance work.

Article 2-Recognition

2.01 All contractors bound to the Principal Agreement also recognize IBEW Local 804 as exclusive bargaining agent for all Forepersons, Journeypersons Electricians, Instrumentation Electricians, Apprentices, Pre-Apprentices, Journeyperson and Apprentice Linemen-Spicers, Groundperson/Equipment Operators, Groundperson/Drivers, Groundpersons, Utilitypersons, Foresters, Communication Electricians, Journeypersons and Apprentice Network Cabling Specialists/Communication Technicians, and Communication Cable installers in their employ performing electrical maintenance work within the geographic jurisdiction of IBEW Local 804.

Article 3 - Scope of Work

3.01 Maintenance shall be electrical work performed to maintain existing equipment and to do electrical repairs and alterations to rectify, retrofit, sustain, relocate and restore such existing equipment.

Maintenance work does not cover new construction work, complete new facilities for a new client in an existing facility, installation of machinery within a new building where such installation is concurrent with the construction of the building or immediately after completion of the building.

In the event a dispute arises as to whether a work operation is new work or work falling within the scope of this clause, the matter shall be referred to the Local Joint Conference Board (LJCB) for resolution.

Article 4 - Incorporation of Principal Agreement

4.01 The terms of the Principal Agreement between the Electrical Trade Bargaining Agency of the Electrical Contractors Association of Ontario and the International Brotherhood of Electrical Workers and the IBEW Construction Council of Ontario (the "Principal Agreement"), including the Local 804 Appendix, are hereby incorporated by reference into this Collective Agreement and apply to work covered by this Collective Agreement, except where they are modified in Articles 5 - 7 of this Collective Agreement.

Article 5 - Hours of Work and Overtime

5.01 The hours of work shall be eight (8) hours per day, Monday to Friday, between the hours of 7:00 a.m. and 3:30 p.m. with a half hour (1/2) unpaid lunch observed mid- shift. A total of forty (40) hours per week shall constitute a normal work week.

5.02 The first four (4) hours of daily overtime worked between Monday to Friday will be paid at one and one-half (1 ½) times the applicable straight time hourly rate of pay. Overtime worked beyond four (4) hours in a day will be paid at double (2 times) the applicable straight time hourly rate of pay.

5.03 All work performed on Saturdays for the first eight (8) hours will be paid at one and one-half times the applicable straight time hourly rate of pay and after eight (8) hours will be paid at double (2 times) the applicable straight time hourly rate of pay.

5.04 All work performed on Sundays and on Holidays set out in Section 8 of the Principal Agreement will be paid at double (2 times) the applicable straight time hourly rate of pay.

5.05 Shift premiums shall be an additional fifteen percent (15%) in addition to the regular rate.

5.06 No employee shall work more than one alternate scheduled shift per pay period. An alternative shift shall not be more than eight (8) hours per day, for the number of days worked on the alternate shift, unless applicable over time is paid for any time worked beyond eight (8) hours per day.

Article 6 - Transfers

6.01 Where necessary, an Employee may be transferred, with prior notification and mutual agreement between the employee and the employer, between the principal agreement and the maintenance agreement, mid work week, and the pay rates, hours of work, and other conditions of the project that the Employee has been transferred to shall apply as of the date of transfer.

Article 7 - Wages

7.01 The applicable wage schedule is attached as Schedule "A" to this Collective Agreement.

Article 8 -Duration

8.01 This Collective Agreement will become effective on the 1st day of May, 2025 and continue to remain in effect until April 30, 2028 and will continue in full force and effect from year to year thereafter, unless either party gives written notice to bargain not more than 90 days and not less than thirty (30) days prior to the expiry date of this Collective Agreement.

DATED at Kitchener this 25TH day of APRIL 2025

THE ELECTRICAL CONTRACTORS
ASSOCIATION OF CENTRAL
ONTARIO by and on behalf of its
member Contractors



Print Name: Nick Mammoliti

THE INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, LOCAL 804



Print Name: Derek Brooks

900 J.2

**WAGES & FRINGE BENEFITS
MAINTENANCE AGREEMENT
L.U. 804 - CENTRAL ONTARIO**

	Date	Base Rate	VP & SHP*	Union Funds**	Wage Package	ECA *** Fund	Total Package
Journeyman	May 1, 2025	\$ 52.00	\$ 5.20	\$ 17.01	\$ 74.21	\$ 0.44	\$ 74.65
	May 1, 2026	\$ 53.11	\$ 5.31	\$ 17.50	\$ 75.92	\$ 0.44	\$ 76.36
	May 1, 2027	\$ 54.28	\$ 5.43	\$ 17.97	\$ 77.68	\$ 0.44	\$ 78.12
Sub-Foreman (110%)	May 1, 2025	\$ 57.20	\$ 5.72	\$ 18.30	\$ 81.22	\$ 0.44	\$ 81.66
	May 1, 2026	\$ 58.42	\$ 5.84	\$ 18.80	\$ 83.06	\$ 0.44	\$ 83.50
	May 1, 2027	\$ 59.71	\$ 5.97	\$ 19.33	\$ 85.01	\$ 0.44	\$ 85.45
Foreman (112%)	May 1, 2025	\$ 58.24	\$ 5.82	\$ 18.56	\$ 82.62	\$ 0.44	\$ 83.06
	May 1, 2026	\$ 59.48	\$ 5.95	\$ 19.06	\$ 84.49	\$ 0.44	\$ 84.93
	May 1, 2027	\$ 60.79	\$ 6.08	\$ 19.59	\$ 86.46	\$ 0.44	\$ 86.90
General Foreman (118%)	May 1, 2025	\$ 61.36	\$ 6.14	\$ 19.33	\$ 86.83	\$ 0.44	\$ 87.27
	May 1, 2026	\$ 62.67	\$ 6.27	\$ 19.85	\$ 88.79	\$ 0.44	\$ 89.23
	May 1, 2027	\$ 64.05	\$ 6.41	\$ 20.39	\$ 90.85	\$ 0.44	\$ 91.29
Apprentices	May 1, 2025						
40% 1st Period		\$ 20.80	\$ 2.08	\$ 9.29	\$ 32.17	\$ 0.44	\$ 32.61
50% 2nd Period		\$ 26.00	\$ 2.60	\$ 10.58	\$ 39.18	\$ 0.44	\$ 39.62
60% 3rd Period		\$ 31.20	\$ 3.12	\$ 11.86	\$ 46.18	\$ 0.44	\$ 46.62
70% 4th Period		\$ 36.40	\$ 3.64	\$ 13.15	\$ 53.19	\$ 0.44	\$ 53.63
80% 5th Period		\$ 41.60	\$ 4.16	\$ 14.43	\$ 60.19	\$ 0.44	\$ 60.63
Apprentices	May 1, 2026						
40% 1st Period		\$ 21.24	\$ 2.12	\$ 9.61	\$ 32.97	\$ 0.44	\$ 33.41
50% 2nd Period		\$ 26.56	\$ 2.66	\$ 10.91	\$ 40.13	\$ 0.44	\$ 40.57
60% 3rd Period		\$ 31.87	\$ 3.19	\$ 12.23	\$ 47.29	\$ 0.44	\$ 47.73
70% 4th Period		\$ 37.18	\$ 3.72	\$ 13.55	\$ 54.45	\$ 0.44	\$ 54.89
80% 5th Period		\$ 42.49	\$ 4.24	\$ 14.85	\$ 61.58	\$ 0.44	\$ 62.02
Apprentices	May 1, 2027						
40% 1st Period		\$ 21.71	\$ 2.17	\$ 9.92	\$ 33.80	\$ 0.44	\$ 34.24
50% 2nd Period		\$ 27.14	\$ 2.71	\$ 11.26	\$ 41.11	\$ 0.44	\$ 41.55
60% 3rd Period		\$ 32.57	\$ 3.26	\$ 12.60	\$ 48.43	\$ 0.44	\$ 48.87
70% 4th Period		\$ 38.00	\$ 3.80	\$ 13.94	\$ 55.74	\$ 0.44	\$ 56.18
80% 5th Period		\$ 43.42	\$ 4.34	\$ 15.29	\$ 63.05	\$ 0.44	\$ 63.49

* Vacation Pay & Statutory Holiday Pay: 10% of Base Rate

**** Breakdown of Union Funds:**

Pension Contributions: Defined Benefit - 15% of Base Rate
 Health & Welfare - \$3.80, (May 1, 2026 - \$4.00; May 1, 2027 - \$4.20)
 Paid Leave Reserve (formerly WSIB162) - \$0.02, CCO Fund - \$0.20, JEPP - \$0.10, DeNovo Fund - \$0.01
 Retirement Incentive Plan - \$0.01, Education Fund - 0.75% of Base Rate
 Recreation Fund - 0.5% of Base Rate, Training Facility Fund - 1.5% of Base Rate
 Market Recovery Fund - 7% of Base Rate

Approved
IBEW

Date: April 25, 2025

***** Breakdown of ECA Funds:**

ECACO - \$0.33
 ECAO - \$0.10
 DeNovo Fund - \$0.01

ECACO

Derek Brooks

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.