

COMMUNICATIONS AGREEMENT

between

**THE ELECTRICAL TRADE BARGAINING AGENCY
OF THE ELECTRICAL CONTRACTORS
ASSOCIATION OF ONTARIO
and all other Signatories to this Agreement
(Hereinafter called the 'Contractor')**

And

**THE IBEW CONSTRUCTION COUNCIL OF ONTARIO
(Hereinafter called the 'Union')**

**Representing the following affiliated Local Unions,
105, 115, 120, 303, 353, 402, 530, 586,
773, 804 and 1687**

Expiry date: April 30, 2025

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SECTION 1 - INCLUSIONS

100

In addition to Sections 1 - 21 of the Provincial Section of the Principal Agreement and Local Union Appendices, unless otherwise noted, this Section of the Agreement applies to any Contractor whose business includes the performance of work as described in Section 2 herein in the Province of Ontario.

SECTION 2 - SCOPE

(COMPLEMENTS SECTION 200 OF THE PRINCIPAL AGREEMENT)

200

This Agreement covers all Employees of the Company engaged in the installation, maintenance, repair or service of all telephone interconnect and data systems including, but not restricted to, input data or voice lines, interface lines, acquisition lines, data reporting lines, local area networks, video distribution and related peripheral equipment for the above.

201

This Agreement does not cover work that properly comes under the work jurisdiction of IBEW members employed under the Provincial Section of the Principal Agreement.

Specifically, the work not covered by this Agreement shall include but not be limited to the following:

The installations of all conduit, raceways, cable trays, and the pulling of all cables related to industrial process, building automated systems, fire and burglar alarms, and nurse call systems. The parties will give consideration to the above exclusions if the system is modified by changes in technology.

Electrical work not covered by the Agreement shall be covered by the terms and conditions of the Principal Agreement.

202

Should the Parties differ on the assignment of work as described above, the issue will be referred immediately to the Principals representing the ETBA and the IBEW-CCO.

If agreement cannot be reached the matter will be referred to the IBEW 1st District Vice President for final determination.

The work under dispute will continue to be performed by the Contractor until resolved as above. If the work under dispute is found to have been improperly assigned damages, if any, against the Contractor will be limited to the difference in wages between the Employees that performed the work and the Employees that should have performed the work.

SECTION 3 - CLASSIFICATIONS

300 EMPLOYEE CLASSIFICATIONS

- A. Communication Electrician
- B. Network Cabling Specialist (NCS) Foreperson
- C. Senior Network Cabling Specialist (NCS) Journeyperson
- D. Junior Network Cabling Specialist (NCS) Journeyperson
- E. 2nd Term Apprentice Network Cabling Specialist (NCS)
- F. 1st Term Apprentice Network Cabling Specialist (NCS)
- G. Communication Cable Installer

Any classification of Employee may be required to perform the work of a lesser qualified worker provided that their wage rate is maintained.

301 CLASSIFICATION DEFINITIONS

- A. **Communication Electrician**
A Communication Electrician shall have completed a Networking Cabling Specialist 631A (either through apprenticeship or certificate challenge) and be able to carry out work as defined within this trade. As well, they shall be a Journeyperson Electrician 309A as defined under the Building Opportunities in the Skilled Trades Act or any successor legislation. They may also design cabling layouts, configure voice-data-video systems in addition, Communication Electrician shall be capable of directing other Employees.
- B. **Network Cabling Specialist (NCS) Foreperson**

The Network Cabling Specialist Foreperson shall have completed a Network Cabling Specialist 631A (either through apprenticeship or certificate challenge). The Network Cabling Specialist Foreperson shall be able to carry out the work as defined within this trade. They may also design cable layouts, configure voice-data-video systems. In addition, the Network Cabling Specialist Foreperson shall be capable of directing other Employees. Network Cabling Specialist Foreperson must meet the classification requirements of a Senior Network Cabling Specialist Journeyperson and may be reclassified as a Senior Network Cabling Specialist Journeyperson if they are no longer required for supervision.

- C. **Senior Network Cabling Specialist (NCS) Journeyperson**
Formerly known as Journeyperson Technician (Network Cabling Specialist) Level 3. The Senior NCS Journeyperson shall have completed a Network Cabling Specialist 631A (either through apprenticeship or certificate challenge) and be able to carry out the work as defined within this trade.
- D. **Junior Network Cabling Specialist (NCS) Journeyperson**
Formerly known as Journeyperson Technician (Network Cabling Specialist) Level 1 and 2. The Junior NCS Journeyperson shall advance to Senior NCS Journeyperson after completing two thousand (2000) hours of on-the-job experience. They shall have completed a Network Cabling Specialist 631A (either through apprenticeship or certificate challenge) and be able to carry out the work as defined within this trade.
- E. **2nd Term Apprentice Network Cabling Specialist (NCS)**
A 2nd term Apprentice Network Cabling Specialist will be governed by the Building Opportunities in the Skilled Trades Act, 2021 or any successor legislation regulating the Network Cabling Specialist – 631A trade. A 2nd term Apprentice Network Cabling Specialist will be able to carry out the work of a 1st term Apprentice Network Cabling Specialist and will advance to the Junior Network Cabling Specialist Journeyperson classification after completing two thousand (2000) hours of on-the-job experience, successful completion of 2nd term Network Cabling Specialist trade school curriculum and passing the Network Cabling Specialist C of Q exam. The Apprentice shall comply with the terms and conditions set by the applicable local Joint Apprenticeship Council.
- F. **1st Term Apprentice Network Cabling Specialist (NCS)**
A 1st term Apprentice Network Cabling Specialist will work for an introductory period not to exceed 900 hours (the "introductory period"). Following the introductory period, the Apprentice may enter into a Registered Training Agreement with their Employer. These hours count in the overall 2000 hours on-the-job training threshold referred to below.

However, an Apprentice who has completed the introductory period and who is not offered an opportunity to enter into a Registered Training Agreement will no longer be cleared for work.

All Apprentices shall be governed by the Building Opportunities in the Skilled Trades Act, 2021 or any successor legislation regulating the Network Cabling Specialist – 631A trade. A 1st term Apprentice Network

Cabling Specialist shall advance to 2nd term Apprentice Network Cabling Specialist after completing 2000 hours of on-the-job experience. For clarity, a 1st term Apprentice Network Cabling Specialist shall advance to 2nd term Apprentice after completing 2000 hours of on-the-job experience, whether or not they have attended or completed trade school. The Apprentice shall comply with the terms and conditions set by the applicable local Joint Apprenticeship Council.

- G. **Communication Cable Installer**
An Employee whose duties shall consist of installation of communication cables as defined in Section 2. This does not include the termination of cables or the installations of associated equipment.

302 TRANSFERS

Any classification of electrical worker may be assigned to Communications work by the Employer provided the worker does not suffer a reduction in pay as a result. Any unemployed member on the "out of work" list may elect to accept employment in any classification of Communications work for which they are qualified at the prevailing rate for that classification.

SECTION 4 - EMPLOYEE RATIOS

400 EMPLOYEE RATIOS AND SUPERVISOR

Each Employer operating under this Section of the Collective Agreement shall employ at least one (1) Communication Electrician or Communication Technician (Network Cabling Specialist) Foreperson.

For each Communication Electrician and/or Senior NCS Journeyperson employed, the Employer is permitted to employ up to five (5) Employees at a lower classification. This shall be a shop ratio. This ratio shall not include Communication Cable Installer.

No contractor will be permitted to employ more than 2 Cable Installers at any one time.

On all jobs requiring five (5) or more Employees' one member shall be a Network Cabling Specialist Foreperson. A Network Cabling Specialist Foreperson shall not supervise more than twenty (20) Employees on any one job.

SECTION 5 - HIRING AND LAYOFF PROCEDURE

500

All hiring shall be done in accordance with Section 7 of the Principal Agreement. In addition to the provisions in Section 7, each Local Union shall establish a separate "available for work" list for each discrete classification of communications worker. In the event that workers are not available in the required

classification and the Local Union is not able to supply suitable workers within three (3) working days, then an Employer shall be permitted to bring in their own crews under Section 705 or to recruit workers into the classification. Such workers shall be considered probationary for a period of six (6) months from the date of hire, after which time the Union will accept a letter from the Employer recommending the worker for membership. The employment priority rights under Section 704 in the Principal Agreement shall only apply within each classification.

501

For purposes of clarity, mobility rights shall be as per Section 7 of the Provincial Section of the Principal Agreement. In addition, when Contractors obtain work outside of their home areas, they may bring in their own crews to perform the following work:

- A. Short duration, multi-location work for a chain-store type client throughout the Province.
- B. Supervision, specialty skills, commissioning, verification and certification work at any time during the course of a construction project. Specialty skills include, but are not limited to mean, manufacturer's specific training.

SECTION 6 - HOURS OF WORK

600 HOURS OF WORK, OVERTIME, AND SHIFTS

As per Section 8 of the Principal Agreement except for work performed under occupied premises conditions – see Section 7, below.

601 WORK BREAKS

Employees shall have a paid fifteen (15) minute rest period at mid morning and a paid fifteen (15) minute rest period at mid afternoon. These rest periods shall apply to all overtime and shift work.

SECTION 7 - MOVES, ADDS, CHANGES AND WORK IN OCCUPIED PREMISES

700 DEFINITIONS OF OCCUPIED PREMISES AND MAC WORK

Occupied premises are buildings or spaces inhabited or occupied by existing residents, renters, tenants or occupants.

MAC work is moves, adds and changes performed on an existing system.

701 INCIDENTAL PATHWAYS

Employees performing work under this Section of the Communications Agreement shall be allowed to install small-sized conduits (1/2" & 3/4") up to ten

(10) feet, or equivalent, for communications drops from the horizontal pathways as well as incidental pathways required in communications rooms.

702 HOURS OF WORK

The regular hours of work shall be forty (40) hours per week. The normal workday shall be eight (8) consecutive hours of work between 8:00 a.m. and 4:30 p.m. exclusive of a one half (1/2) hour lunch period. The above hours may be worked equally over any four (4) consecutive days, Monday to Friday inclusive. The start time may be varied between 7:00 a.m. and 9:30 a.m. with twenty-four (24) hours prior notice being given to the Employee.

703 OVERTIME

If the work week is compressed to four (4) days, work performed on the 5th workday excluding Saturdays, Sundays and Statutory Holidays will be paid at time and one half (1 1/2) for the first eight (8) hours of work and double (2) time for any hours worked in excess of eight (8) hours.

All hours worked in excess of the regular hours shall be paid as follows:

Monday through Friday

Time and one half (1 1/2) the applicable wage rate for the first two (2) hours and double (2) time thereafter.

Saturday

Time and one half (1 1/2) the applicable wage rate for the first eight (8) hours and double (2) time thereafter.

Sunday and Statutory Holidays

Double (2) time the applicable wage rate for all hours worked.

704 SHIFTS

For work under this section, shifts shall be as follows:

- Monday to Friday coverage.
- Minimum of three (3) consecutive days.
- Shift premium of \$ 2.00 per hour for all classifications.

705 MOBILITY

Under this Section, should the Contractor obtain work under this Section outside of their home area they shall be permitted to bring in their own crews and hire any additional Employees through the Local Union. The above is subject to the following conditions:

- A. The Employer shall notify the appropriate Local Union Business Manager upon entering and leaving the Local Union jurisdiction.
- B. The Employer will pay working dues to the Local Union as described in the Local Union Appendices.

SECTION 8 - WAGES

800

Wages and benefits for communication workers shall be as per the attached spreadsheets.

Communication Electrician

The same wage package as the Journeyman Electrician rate as per the Provincial Section of the Principal Agreement and the Local Union Appendices

Network Cabling Specialist Foreperson

As per Journeyman Electrician until April 30, 2023. Effective May 1, 2023, the same wage package as the Foreperson rate as per the Provincial Section of the Principal Agreement and the Local Union Appendices.

Senior Network Cabling Specialist Journeyman

See attached spreadsheets.

Effective May 1, 2023: 75% of Communication Electrician wage package as per the Provincial Section of the Principal Agreement and the Local Union Appendices.

Junior Network Cabling Specialist Journeyman

See attached spreadsheets.

Effective May 1, 2023: 60% of Communication Electrician wage package as per the Provincial Section of the Principal Agreement and the Local Union Appendices.

2nd Term Apprentice Network Cabling Specialist

See attached spreadsheets.

Effective May 1, 2023: 50% of Communication Electrician wage package as per the Provincial Section of the Principal Agreement and the Local Union Appendices.

1st Term Apprentice Network Cabling Specialist

See attached spreadsheets.

Effective May 1, 2023: 45% of Communication Electrician wage package as per the Provincial Section of the Principal Agreement and the Local Union Appendices.

Communication Cable Installer

See attached spreadsheets.

Effective May 1, 2023: 45% of Communication Electrician wage package as per the Provincial Section of the Principal Agreement and the Local Union Appendices.

801 CONTRIBUTIONS AND AUTHORIZED DEDUCTIONS TRAVEL AND SUBSISTENCE ALLOWANCES

A. Contributions (including contributions to the Ontario Electrical Industry Training Trust Fund), remittances and authorized deductions for communications workers in each Local Union will

be made to each Local Union Fund Administrator in the same way and within the same timeframe as these are made for other Employees in each Local Union consistent with Sections 1000 and 907 of the Provincial Section of the Principal Agreement and consistent with each Local Union Appendix. Penalty provisions in the Local Union Appendices for delinquencies will apply in respect of contributions, remittances, and authorized deductions for communications workers.

- B. The area ECA Industry Fund contributions shall be distributed to the applicable ECA.
- C. The contributions, remittances and authorized deductions for communications workers in each Local are set out in the spreadsheets under Sections 800 of this Agreement pertaining to each Local Union.
- D. For clarity, the following will apply in the jurisdiction of IBEW Local 353:

1. Each Employer shall pay the Contributions and Authorized Deductions monthly to the Local 353 Trust Administrator on or before the twentieth (20th) day of the month following the month in which the hours were earned. The Contributions and Authorized Deductions are agreed to under the Local 353 Communication Wages and Fringe Benefits spreadsheet. Late Payments are subject to an interest charge of \$0.08 for each hundred dollars outstanding for each day after the due date (29.2% per annum). In the event the Employer fails to remit the required payments by the thirtieth (30th) day of the month, a grievance shall be filed requiring payments of all Contributions and Authorized Deductions due, as well as interest, retroactive to the twenty-first (21st) day of the month in accordance with the time limits prescribed in Section 1309 of the Provincial Section of Principal Agreement.
2. Contributions and Authorized Deductions are to be reported on one form, but the amounts are to be shown separately. The forms shall be supplied by the Administrator.
3. Upon receipt of the Contributions and Authorized Deductions, the Administrator shall separate the monies and distribute them on the thirtieth (30th) day of the month in which they are received. Distributions shall be as follows:
 - (i) The Local Union dues shall be distributed to Local 353.
 - (ii) Ontario Electrical Industry Training Trust Fund (OEITTF) contributions shall be distributed to the Ontario Electrical Industry Training Trust Fund.

- (iii) IBEW Construction Council of Ontario (IBEW-CCO) dues shall be distributed to the IBEW Construction Council of Ontario.
- (iv) Health and Welfare contributions shall be used to provide and purchase the welfare benefits for the Employees and their families.
- (v) RRSP contributions shall be distributed to the applicable Communications Workers' RRSP account administered by the Local 353 Trust Administrator.
- (vi) ECA Industry Fund contributions shall be distributed to the Greater Toronto Electrical Contractors Association.
- (vii) Any other Contributions and Authorized Deductions not identified herein but agreed to in the Local 353 spreadsheet shall be distributed in accordance with the terms of the Local 353 spreadsheet.

SECTION 10 - TOOLS

1000

All Communication Electricians and Network Cabling Specialist Forepersons are required to have the following tools:

- 1 Knife
- 1 pr. Scissors
- 6 Screwdrivers, Robertson and Standard Types
- 1 pr. Pliers - diagonals
- 1 pr. Pliers - 8" Sidecutters
- 1 pr. Slip joint pliers
- 1 Drywall saw
- 1 Hammer
- 1 Measuring tape
- 1 Level
- 1 Tool pouch and belt
- 1 Tool box

SECTION 9 - TRAVEL AND SUBSISTENCE ALLOWANCES

900

Travel allowances to and from work sites where the Employee is expected to return home daily shall be paid per the Principal Agreement.

901

Where an Employee is required to travel to distant work sites away from the Employee's normal place of hire and where the Employee would not normally be expected to return home daily, the following provisions shall apply:

Time spent travelling to the distant work site will be paid at the straight time rate of pay for the initial and return trip to the distant work site. For Employees who use their own vehicles, they will be compensated for mileage at the applicable mileage rate per kilometre as contained in the Principal Agreement.

For Employees who use the Employer's vehicle there will be no mileage reimbursement.

Where an Employee both travels and works in any-one (1) day totalling ten (10) hours, compensation shall be paid for the Employee's total time and the Employee will not be expected to return home that day.

No Employee shall be required to travel more than eight (8) hours in one (1) day.

Where an Employee is required to incur room, board and subsistence expenses on behalf of the Employer they shall be reimbursed for all vouchered expenses.

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 105 – HAMILTON**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.

L.U. 105 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 37.61	4.51	8.14	\$ 50.26	\$ 0.92	\$ 51.18
	May 1, 2023	\$ 41.87	5.03	8.59	\$ 55.49	\$ 1.17	\$ 56.66
	May 1, 2024	\$ 43.02	5.16	8.73	\$ 56.91	\$ 1.17	\$ 58.08
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 30.34	3.63	7.41	\$ 41.38	\$ 0.92	\$ 42.30
	May 1, 2023	\$ 32.77	3.94	7.68	\$ 44.39	\$ 1.17	\$ 45.56
	May 1, 2024	\$ 33.69	4.05	7.79	\$ 45.53	\$ 1.17	\$ 46.70
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 23.45	2.81	6.72	\$ 32.98	\$ 0.92	\$ 33.90
	May 1, 2023	\$ 26.71	3.20	7.08	\$ 36.99	\$ 1.17	\$ 38.16
	May 1, 2024	\$ 27.48	3.29	7.17	\$ 37.94	\$ 1.17	\$ 39.11
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 22.03	2.64	6.58	\$ 31.25	\$ 0.92	\$ 32.17
	May 1, 2023	\$ 23.68	2.84	6.77	\$ 33.29	\$ 1.17	\$ 34.46
	May 1, 2024	\$ 24.37	2.92	6.86	\$ 34.15	\$ 1.17	\$ 35.32
Communication Cable Installer	May 1, 2022	\$ 20.60	2.47	6.44	\$ 29.51	\$ 0.92	\$ 30.43
	May 1, 2023	\$ 23.68	2.84	6.77	\$ 33.29	\$ 1.17	\$ 34.46
	May 1, 2024	\$ 24.37	2.92	6.86	\$ 34.15	\$ 1.17	\$ 35.32

Breakdown of Union Funds:

May 1, 2022: Union Dues - \$ 1.08 OEITTF - \$ 0.05, CCO - \$ 0.20,
Health & Welfare - \$ 3.05, RRSP - 10% of Base Rate
May 1, 2023: Same as May 1, 2022, except, Union Dues - \$ 1.11
May 1, 2024: Same as May 1, 2022, except, Union Dues - \$ 1.13

Breakdown of ECA Fund:

May 1, 2022: JEPP - \$ 0.10 (13% HST to be included with remittance),
Education Fund - \$ 0.22, Bill 162 Fund - \$ 0.03,
Association Fund - \$ 0.47 (subject to HST)
ECAO Fund - \$ 0.10 (subject to HST)
May 1, 2023: Same as May 1, 2022; Except Bill 162 Fund \$ 0.02; Association Fund \$ 0.46; ECAO Fund \$ 0.12;
Work Ready Program \$ 0.25

- NOTE:**
- On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.**
 - Union Funds to be sent to:

Hamilton Electrical Administration Funds
370 York Blvd., Suite 102
Hamilton, ON L8R 3L1

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 115 - QUINTE - ST. LAWRENCE**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 115 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 37.13	4.46	8.67	\$ 50.26	\$ 0.66	\$ 50.92
	May 1, 2023	\$ 40.62	4.87	9.05	\$ 54.54	\$ 0.66	\$ 55.20
	May 1, 2024	\$ 41.77	5.01	9.19	\$ 55.97	\$ 0.66	\$ 56.63
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 29.85	3.58	7.95	\$ 41.38	\$ 0.66	\$ 42.04
	May 1, 2023	\$ 31.67	3.80	8.16	\$ 43.63	\$ 0.66	\$ 44.29
	May 1, 2024	\$ 32.59	3.91	8.27	\$ 44.77	\$ 0.66	\$ 45.43
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 22.96	2.76	7.26	\$ 32.98	\$ 0.66	\$ 33.64
	May 1, 2023	\$ 25.71	3.09	7.56	\$ 36.36	\$ 0.66	\$ 37.02
	May 1, 2024	\$ 26.48	3.17	7.66	\$ 37.31	\$ 0.66	\$ 37.97
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 21.56	2.58	7.11	\$ 31.25	\$ 0.66	\$ 31.91
	May 1, 2023	\$ 22.73	2.73	7.26	\$ 32.72	\$ 0.66	\$ 33.38
	May 1, 2024	\$ 23.42	2.81	7.35	\$ 33.58	\$ 0.66	\$ 34.24
Communication Cable Installer	May 1, 2022	\$ 20.12	2.42	6.97	\$ 29.51	\$ 0.66	\$ 30.17
	May 1, 2023	\$ 22.73	2.73	7.26	\$ 32.72	\$ 0.66	\$ 33.38
	May 1, 2024	\$ 23.42	2.81	7.35	\$ 33.58	\$ 0.66	\$ 34.24

Breakdown of Union Funds:

May 1, 2022: Union Dues (Admin. Fee) - \$ 1.06, OEITTF - \$ 0.05, CCO - \$ 0.20, Health & Welfare - \$ 3.65, RRSP - 10% of Base Rate
May 1, 2023: Same as May 1, 2022; except Union Dues - \$ 1.09
May 1, 2024: Same as May 1, 2022; except Union Dues - \$ 1.11

Breakdown of ECA Funds:

May 1, 2022: \$ 0.66

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.

2. Union Funds to be sent to:

QSLEW (Quinte St Lawrence Electrical Workers) Trust Fund
40 Binnington Court
Kingston, ON K7M 8S3

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 120 - LONDON**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 120 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 37.22	4.47	8.57	\$ 50.26	\$ 0.50	\$ 50.76
	May 1, 2023	\$ 40.83	4.90	9.04	\$ 54.77	\$ 0.50	\$ 55.27
	May 1, 2024	\$ 42.08	5.05	9.06	\$ 56.19	\$ 0.50	\$ 56.69
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 30.15	3.62	7.61	\$ 41.38	\$ 0.50	\$ 41.88
	May 1, 2023	\$ 32.05	3.85	7.91	\$ 43.81	\$ 0.50	\$ 44.31
	May 1, 2024	\$ 33.07	3.97	7.91	\$ 44.95	\$ 0.50	\$ 45.45
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 23.47	2.81	6.70	\$ 32.98	\$ 0.50	\$ 33.48
	May 1, 2023	\$ 26.27	3.15	7.09	\$ 36.51	\$ 0.50	\$ 37.01
	May 1, 2024	\$ 27.14	3.26	7.06	\$ 37.46	\$ 0.50	\$ 37.96
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 22.13	2.66	6.46	\$ 31.25	\$ 0.50	\$ 31.75
	May 1, 2023	\$ 23.36	2.80	6.70	\$ 32.86	\$ 0.50	\$ 33.36
	May 1, 2024	\$ 24.15	2.90	6.66	\$ 33.71	\$ 0.50	\$ 34.21
Communication Cable Installer	May 1, 2022	\$ 20.79	2.49	6.23	\$ 29.51	\$ 0.50	\$ 30.01
	May 1, 2023	\$ 23.44	2.81	6.61	\$ 32.86	\$ 0.50	\$ 33.36
	May 1, 2024	\$ 24.23	2.91	6.57	\$ 33.71	\$ 0.50	\$ 34.21

Breakdown of Union Funds:

May 1, 2022: Education Fund - \$ 0.15, Retired & Disabled Members Fund - \$ 0.04, Stabilization Fund (see below), Recreation Fund - \$ 0.07, JEPP - \$ 0.10 (13% HST to be included with remittance), OEITTF - \$ 0.05, CCO - \$0.20, Health & Welfare - \$ 2.95
Political Action Fund - \$ 0.04, Building Fund - \$ 0.25, RRSP - 10% Base Rate
May 1, 2023: Same as May 1, 2022; Except: Health & Welfare - \$ 3.06
May 1, 2024: Same as May 1, 2022

Prorated Stabilization Funds:	Journeyman Tech. (NCS) Level 3	\$1.00
	Journeyman Tech. (NCS) Level 2	\$0.75
	Journeyman Tech. (NCS) Level 1	\$0.60
	Appr. Comm. Tech. (NCS) Level 2	\$0.50
	Appr. Comm. Tech. (NCS) Level 1	\$0.40
	Communication Cable Installer	\$0.30

Note: Working Dues Deduction 1.25% of Gross Wages including the 10% Vacation Pay

Breakdown of ECA Funds:

May 1, 2022: \$ 0.50

- NOTE:**
1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.
 2. Working Dues Deduction 1.25% of Gross Wages including the 10% Vacation Pay
 3. Union Funds to be sent to :

IBEW Local 120
6688 Tempo Road, P.O. Box 324, Lambeth Stn
London, ON N6P 1P9
Any questions call IBEW Local 120: 519-652-2929

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 303 - NIAGARA PENINSULA**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 303 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 36.75	4.41	9.10	\$ 50.26	\$ 0.62	\$ 50.88
	May 1, 2023	\$ 38.25	4.59	12.18	\$ 55.02	\$ 0.74	\$ 55.76
	May 1, 2024	\$ 39.24	4.71	12.50	\$ 56.45	\$ 0.79	\$ 57.24
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 29.47	3.54	8.37	\$ 41.38	\$ 0.62	\$ 42.00
	May 1, 2023	\$ 29.65	3.56	10.81	\$ 44.02	\$ 0.74	\$ 44.76
	May 1, 2024	\$ 30.40	3.65	11.11	\$ 45.16	\$ 0.79	\$ 45.95
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 22.59	2.71	7.68	\$ 32.98	\$ 0.62	\$ 33.60
	May 1, 2023	\$ 24.45	2.93	9.30	\$ 36.68	\$ 0.74	\$ 37.42
	May 1, 2024	\$ 25.09	3.01	9.53	\$ 37.63	\$ 0.79	\$ 38.42
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 21.17	2.54	7.54	\$ 31.25	\$ 0.62	\$ 31.87
	May 1, 2023	\$ 21.44	2.57	9.00	\$ 33.01	\$ 0.74	\$ 33.75
	May 1, 2024	\$ 22.01	2.64	9.22	\$ 33.87	\$ 0.79	\$ 34.66
Communication Cable Installer	May 1, 2022	\$ 19.75	2.36	7.40	\$ 29.51	\$ 0.62	\$ 30.13
	May 1, 2023	\$ 21.44	2.57	9.00	\$ 33.01	\$ 0.74	\$ 33.75
	May 1, 2024	\$ 22.01	2.64	9.22	\$ 33.87	\$ 0.79	\$ 34.66

Breakdown of Union Funds:

May 1, 2022: Union Dues - \$ 1.45, OEITTF - \$ 0.05, CCO - \$ 0.20, JEPP - \$ 0.10 (13% HST to be included with remittance), Health & Welfare - \$ 3.62, RRSP - 10% of Base Rate
 May 1, 2023: Same as May 1, 2022 except Union Dues - \$ 1.50; Health & Welfare - \$ 4.00
 EIS: \$ 2.50 Sr. NCS; \$ 2.00 Jr. NCS; \$ 1.00 Apprentice & Communication Cable Installer
 May 1, 2024: Same as May 1, 2022 except Union Dues - \$ 1.55; Health & Welfare - \$ 4.12
 EIS: \$ 2.50 Sr. NCS; \$ 2.00 Jr. NCS; \$ 1.00 Apprentice & Communication Cable Installer

Breakdown of ECA Funds:

May 1, 2022: \$ 0.62
 May 1, 2023: \$ 0.74
 May 1, 2024: \$ 0.79

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.

2. Union Funds to be sent to:
 Union Benefits Plan Services
 151 Frobisher Drive, Suite 220
 Waterloo, Ontario
 N2V 2C9

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 353 – TORONTO**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 353 Journeyman Wages & Fringe Benefits - Principal 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	RRSP	Union Funds	Wage Package	ECA Fund	Total Package
Senior NCS Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 36.79	4.41	1.10	7.96	\$ 50.26	\$ 0.53	\$ 50.79
	May 1, 2023	\$ 38.60	4.63	1.16	11.59	\$ 55.98	\$ 0.54	\$ 56.52
	May 1, 2024	\$ 43.00	5.16	1.29	7.96	\$ 57.41	\$ 0.54	\$ 57.95
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 29.80	3.57	0.89	7.12	\$ 41.38	\$ 0.53	\$ 41.91
	May 1, 2023	\$ 30.38	3.64	0.91	9.85	\$ 44.78	\$ 0.54	\$ 45.32
	May 1, 2024	\$ 33.74	4.05	1.01	7.12	\$ 45.92	\$ 0.54	\$ 46.46
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 22.89	2.75	0.69	6.65	\$ 32.98	\$ 0.53	\$ 33.51
	May 1, 2023	\$ 24.55	2.95	0.74	9.08	\$ 37.32	\$ 0.54	\$ 37.86
	May 1, 2024	\$ 27.50	3.30	0.82	6.65	\$ 38.27	\$ 0.54	\$ 38.81
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 21.74	2.61	0.65	6.25	\$ 31.25	\$ 0.53	\$ 31.78
	May 1, 2023	\$ 22.71	2.72	0.68	7.48	\$ 33.59	\$ 0.54	\$ 34.13
	May 1, 2024	\$ 24.51	2.94	0.74	6.25	\$ 34.44	\$ 0.54	\$ 34.98
Communication Cable Installer	May 1, 2022	\$ 20.22	2.43	0.61	6.25	\$ 29.51	\$ 0.53	\$ 30.04
	May 1, 2023	\$ 22.71	2.72	0.68	7.48	\$ 33.59	\$ 0.54	\$ 34.13
	May 1, 2024	\$ 24.51	2.94	0.74	6.25	\$ 34.44	\$ 0.54	\$ 34.98

* Vacation Pay & Statutory Holiday Pay is 12% of Base Rate, RRSP is 3% of Base Rate.

Breakdown of Union Funds:

May 1, 2022:	Union Dues	\$ 0.24
	OEITTF	\$ 0.05
	CCO	\$ 0.20,
	JEPP	\$ 0.10 (13% HST to be included with remittance),
	Health & Welfare	\$ 3.55 (May 1, 2023 - \$ 4.46)
	Sports & Enter't	\$ 0.09 (May 1, 2023)
	Promotion	\$ 0.04 (May 1, 2023)
	Market Recovery	\$ 0.15
	SUB Fund	\$ 0.27
	Education	\$ 0.19 (May 1, 2023 \$ 0.38)
		\$ 4.75 (May 1, 2023 - \$ 5.98) + Pension
Senior NCS Journeyman Add		\$ 0.05 (May 1, 2023 - \$ 0.45)
		\$ 4.80 (May 1, 2023 - \$ 6.43) + Pension

May 1, 2024: Same as May 1, 2023

Pension Breakdown:

	May 1, 2023	
Pension: Senior NCS JP	\$ 3.16	\$ 5.16
Pro rated for below:		
Junior NCS JP -75%	\$ 2.37	\$ 3.87
2nd Term Apprentice NCS - 60%	\$ 1.90	\$ 3.10
Predetermined Amount		
1st Term Apprentice NCS	\$ 1.50	\$ 1.50
Communication Cable Installer	\$ 1.50	\$ 1.50

Breakdown of ECA Funds:

May 1, 2022: \$ 0.53 (\$ 0.54, May 1, 2023)

NOTE:

On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.

Remittances to be sent to: IBEW Local 353 Trust Funds
110 Sheppard Ave. East
Suite 705
Toronto, ON M2N 6Y8 416-637-6789

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 402 - THUNDER BAY**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 402 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 39.03	4.68	6.55	\$ 50.26	\$ 0.73	\$ 50.99
	May 1, 2023	\$ 42.48	5.10	6.89	\$ 54.47	\$ 0.73	\$ 55.20
	May 1, 2024	\$ 43.65	5.24	7.01	\$ 55.90	\$ 0.73	\$ 56.63
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 31.74	3.81	5.83	\$ 41.38	\$ 0.73	\$ 42.11
	May 1, 2023	\$ 33.55	4.03	6.00	\$ 43.58	\$ 0.73	\$ 44.31
	May 1, 2024	\$ 34.49	4.13	6.10	\$ 44.72	\$ 0.73	\$ 45.45
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 24.86	2.98	5.14	\$ 32.98	\$ 0.73	\$ 33.71
	May 1, 2023	\$ 27.60	3.31	5.41	\$ 36.32	\$ 0.73	\$ 37.05
	May 1, 2024	\$ 28.38	3.40	5.49	\$ 37.27	\$ 0.73	\$ 38.00
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 23.45	2.81	4.99	\$ 31.25	\$ 0.73	\$ 31.98
	May 1, 2023	\$ 24.62	2.95	5.11	\$ 32.68	\$ 0.73	\$ 33.41
	May 1, 2024	\$ 25.32	3.04	5.18	\$ 33.54	\$ 0.73	\$ 34.27
Communication Cable Installer	May 1, 2022	\$ 22.02	2.64	4.85	\$ 29.51	\$ 0.73	\$ 30.24
	May 1, 2023	\$ 24.62	2.95	5.11	\$ 32.68	\$ 0.73	\$ 33.41
	May 1, 2024	\$ 25.32	3.04	5.18	\$ 33.54	\$ 0.73	\$ 34.27

Breakdown of Union Funds:

May 1, 2022: OEITTF - \$ 0.05, CCO - \$ 0.20, JEPP - \$ 0.10 (13% HST to be included with remittance),
Health & Welfare - \$ 2.30, RRSP - 10% of Base Rate
May 1, 2023: Same as May 1, 2022
May 1, 2024: Same as May 1, 2022

Breakdown of ECA Funds:

May 1, 2022: \$ 0.73

- NOTE:**
- On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.**
 - Union Dues check-off to be deducted from wages in the second pay period of each month:
BA Members - \$ 28.70 (\$ 30.70 January 1, 2023)
A Members - \$ 47.70 (\$ 51.70 January 1, 2023)
 - Work Assessment in the amount of two (2%) of gross wages including vacation pay, is to be deducted weekly from each Employee performing work under the term of this Collective Agreement.
 - Union Funds to be sent to:

Administrator of Union Funds 910 Colbalt Crescent Thunder Bay, Ontario P7B 5W3	Health and Welfare to be sent to: Union Benefits Plan Services 151 Frobisher Drive, Suite 220 Waterloo, Ontario N2V 2C9
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**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 530 - SARNIA**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 530 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 38.09	4.57	7.60	\$ 50.26	\$ 0.59	\$ 50.85
	May 1, 2023	\$ 42.77	5.13	8.10	\$ 56.00	\$ 0.59	\$ 56.59
	May 1, 2024	\$ 43.92	5.27	8.24	\$ 57.43	\$ 0.59	\$ 58.02
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 30.81	3.70	6.87	\$ 41.38	\$ 0.59	\$ 41.97
	May 1, 2023	\$ 33.59	4.03	7.18	\$ 44.80	\$ 0.59	\$ 45.39
	May 1, 2024	\$ 34.50	4.14	7.30	\$ 45.94	\$ 0.59	\$ 46.53
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 23.93	2.87	6.18	\$ 32.98	\$ 0.59	\$ 33.57
	May 1, 2023	\$ 27.48	3.29	6.57	\$ 37.34	\$ 0.59	\$ 37.93
	May 1, 2024	\$ 28.23	3.39	6.67	\$ 38.29	\$ 0.59	\$ 38.88
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 22.51	2.70	6.04	\$ 31.25	\$ 0.59	\$ 31.84
	May 1, 2023	\$ 24.41	2.93	6.26	\$ 33.60	\$ 0.59	\$ 34.19
	May 1, 2024	\$ 25.09	3.01	6.36	\$ 34.46	\$ 0.59	\$ 35.05
Communication Cable Installer	May 1, 2022	\$ 21.08	2.53	5.90	\$ 29.51	\$ 0.59	\$ 30.10
	May 1, 2023	\$ 24.41	2.93	6.26	\$ 33.60	\$ 0.59	\$ 34.19
	May 1, 2024	\$ 25.09	3.01	6.36	\$ 34.46	\$ 0.59	\$ 35.05

Breakdown of Union Funds:

May 1, 2022: Union Dues - \$ 0.50, OEITTF - \$ 0.05, CCO - \$ 0.20, JEPP - \$ 0.10 (13% HST to be included with remittance), Health & Welfare - \$ 2.94, RRSP - 10% of Base Rate
 May 1, 2023: Union Dues - \$ 0.50, OEITTF - \$ 0.05, CCO - \$ 0.20, JEPP - \$ 0.10 (13% HST to be included with remittance), Health & Welfare - \$ 2.97, RRSP - 10% of Base Rate
 May 1, 2024: Union Dues - \$ 0.50, OEITTF - \$ 0.05, CCO - \$ 0.20, JEPP - \$ 0.10 (13% HST to be included with remittance), Health & Welfare - \$ 3.00, RRSP - 10% of Base Rate

Breakdown of ECA Funds:

May 1, 2022: \$ 0.59

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.

2. Union Funds should be sent to:

IBEW Local 530
128 Kendall Street
Point Edward, Ontario
N7V 4G5

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 586 - OTTAWA**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 586 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 37.69	4.52	8.05	\$ 50.26	\$ 0.49	\$ 50.75
	May 1, 2023	\$ 41.47	4.97	8.54	\$ 54.98	\$ 0.49	\$ 55.47
	May 1, 2024	\$ 42.55	5.10	8.76	\$ 56.41	\$ 0.49	\$ 56.90
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 30.42	3.65	7.31	\$ 41.38	\$ 0.49	\$ 41.87
	May 1, 2023	\$ 32.46	3.89	7.64	\$ 43.99	\$ 0.49	\$ 44.48
	May 1, 2024	\$ 33.30	3.99	7.84	\$ 45.13	\$ 0.49	\$ 45.62
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 23.54	2.82	6.62	\$ 32.98	\$ 0.49	\$ 33.47
	May 1, 2023	\$ 26.45	3.17	7.04	\$ 36.66	\$ 0.49	\$ 37.15
	May 1, 2024	\$ 27.14	3.25	7.22	\$ 37.61	\$ 0.49	\$ 38.10
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 22.12	2.65	6.48	\$ 31.25	\$ 0.49	\$ 31.74
	May 1, 2023	\$ 23.45	2.81	6.73	\$ 32.99	\$ 0.49	\$ 33.48
	May 1, 2024	\$ 24.05	2.88	6.91	\$ 33.84	\$ 0.49	\$ 34.33
Communication Cable Installer	May 1, 2022	\$ 20.69	2.48	6.34	\$ 29.51	\$ 0.49	\$ 30.00
	May 1, 2023	\$ 23.45	2.81	6.73	\$ 32.99	\$ 0.49	\$ 33.48
	May 1, 2024	\$ 24.05	2.88	6.91	\$ 33.84	\$ 0.49	\$ 34.33

Breakdown of Union Funds:

May 1, 2022: Union Dues - \$ 0.77, OEITTF - \$ 0.05,
CCO - \$ 0.20, JEPP - \$ 0.10 (include 13% HST with remittance),
Health and Welfare - \$ 2.05, Pension - 10% of Base Rate, Stab - \$ 1.10
May 1, 2023: Same as May 1, 2022 except, Union Dues - \$ 0.79; Stab - \$ 1.20
May 1, 2024: Same as May 1, 2022 except, Union Dues - \$ 0.81; Stab - \$ 1.30

Breakdown of ECA Funds:

May 1, 2022: \$ 0.49

**NOTE: On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period
May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.**

Payments to be made to: Coughlin & Associates Ltd.
333 Preston, Suite 200
P.O. Box 3517, Station C
Ottawa, Ontario K1Y 4H5
Tel: 1-888-613-1234

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 773 - WINDSOR**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 773 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 37.79	4.54	7.93	\$ 50.26	\$ 0.47	\$ 50.73
	May 1, 2023	\$ 41.65	5.00	8.39	\$ 55.04	\$ 0.47	\$ 55.51
	May 1, 2024	\$ 42.80	5.14	8.53	\$ 56.47	\$ 0.47	\$ 56.94
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 30.63	3.67	7.08	\$ 41.38	\$ 0.47	\$ 41.85
	May 1, 2023	\$ 32.76	3.93	7.34	\$ 44.03	\$ 0.47	\$ 44.50
	May 1, 2024	\$ 33.68	4.04	7.45	\$ 45.17	\$ 0.47	\$ 45.64
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 23.84	2.86	6.28	\$ 32.98	\$ 0.47	\$ 33.45
	May 1, 2023	\$ 26.85	3.21	6.64	\$ 36.70	\$ 0.47	\$ 37.17
	May 1, 2024	\$ 27.61	3.31	6.73	\$ 37.65	\$ 0.47	\$ 38.12
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 22.45	2.69	6.11	\$ 31.25	\$ 0.47	\$ 31.72
	May 1, 2023	\$ 23.88	2.86	6.29	\$ 33.03	\$ 0.47	\$ 33.50
	May 1, 2024	\$ 24.57	2.94	6.37	\$ 33.88	\$ 0.47	\$ 34.35
Communication Cable Installer	May 1, 2022	\$ 21.04	2.53	5.94	\$ 29.51	\$ 0.47	\$ 29.98
	May 1, 2023	\$ 23.88	2.86	6.29	\$ 33.03	\$ 0.47	\$ 33.50
	May 1, 2024	\$ 24.57	2.94	6.37	\$ 33.88	\$ 0.47	\$ 34.35

Breakdown of Union Funds:

May 1, 2022: Union Dues - 1.5% of Wage Package, OEITTF - \$ 0.05, CCO - \$ 0.20, JEPP - \$ 0.10
(13% HST to be included with remittance), Health & Welfare - \$ 3.05
Pension Plan Contribution - 10% of Base Rate
May 1, 2023: Same as May 1, 2022
May 1, 2024: Same as May 1, 2022

Breakdown of ECA Funds:

May 1, 2022: \$ 0.47

NOTE: 1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.

2. Union Funds should be sent to:

IBEW Local 773
4050 North Service Road East
Windsor, Ontario
N8W 5X2

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 804 - CENTRAL ONTARIO**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 804 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 37.61	4.51	8.14	\$ 50.26	\$ 0.46	\$ 50.72
	May 1, 2023	\$ 39.11	4.69	10.93	\$ 54.73	\$ 0.46	\$ 55.19
	May 1, 2024	\$ 40.01	4.80	11.34	\$ 56.15	\$ 0.46	\$ 56.61
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 30.46	3.66	7.26	\$ 41.38	\$ 0.46	\$ 41.84
	May 1, 2023	\$ 30.71	3.69	9.38	\$ 43.78	\$ 0.46	\$ 44.24
	May 1, 2024	\$ 31.41	3.77	9.74	\$ 44.92	\$ 0.46	\$ 45.38
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 23.70	2.84	6.44	\$ 32.98	\$ 0.46	\$ 33.44
	May 1, 2023	\$ 25.12	3.01	8.30	\$ 36.49	\$ 0.46	\$ 36.95
	May 1, 2024	\$ 25.67	3.08	8.69	\$ 37.44	\$ 0.46	\$ 37.90
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 22.30	2.68	6.27	\$ 31.25	\$ 0.46	\$ 31.71
	May 1, 2023	\$ 22.32	2.68	7.84	\$ 32.84	\$ 0.46	\$ 33.30
	May 1, 2024	\$ 22.80	2.74	8.15	\$ 33.69	\$ 0.46	\$ 34.15
Communication Cable Installer	May 1, 2022	\$ 20.90	2.51	6.10	\$ 29.51	\$ 0.46	\$ 29.97
	May 1, 2023	\$ 22.32	2.68	7.84	\$ 32.84	\$ 0.46	\$ 33.30
	May 1, 2024	\$ 22.80	2.74	8.15	\$ 33.69	\$ 0.46	\$ 34.15

Breakdown of Union Funds:

May 1, 2022: OEITTF - \$ 0.05, CCO - \$ 0.20, JEPP - \$ 0.10 (13% HST to be included with remittance)
Health & Welfare - \$ 3.20 May 1, 2023 - \$ 3.40; May 1, 2024 - \$ 3.60),
RRSP – 11.5% of Base Rate (May 1, 2023 – 0%; Defined Benefit – 15% of Base Rate)
Recreation Fund – 0.1% of the Base Rate (May 1, 2023 – 0.2%; May 1, 2024 – 0.3% of the Base Rate)
Education Fund – 0.1% of the Base Rate (May 1, 2023 – 0.15% of the Base Rate)
Market Recovery Fund – 0.5% of the Base Rate (May 1, 2023 – 3% of the Base Rate)

May 1, 2023: Same as May 1, 2022 – Except:
Health & Welfare - \$ 3.40
RRSP – 0%; Defined Benefit – 15% of the Base Rate
Recreation Fund – 0.2% of the Base Rate
Education Fund – 0.15% of the Base Rate
Market Recover – 3% of the Base Rate

May 1, 2024: Same as May 1, 2023– Except:
Health & Welfare - \$ 3.60
Recreation Fund – 0.3% of the Base Rate

Breakdown of ECA Funds:

May 1, 2022: \$ 0.46

- NOTE:**
1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period **May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.**
 2. Union Dues 2% of hourly base rate as per Principal Agreement to be subtracted from Employees' gross (not included in Union funds)
 3. Union Funds should be sent to:

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

**800 WAGES AND FRINGE BENEFITS - COMMUNICATIONS AGREEMENT
LOCAL UNION 1687 - NORTHERN ONTARIO**

For Communication Electricians refer to Section 22 Local Appendix.
Effective May 1, 2023, for Network Cabling Specialist Foreperson refer to Section 22 Local Appendix.
L.U. 1687 Journeyman Wages & Fringe Benefits - Principal 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 Journeyman (Formerly Journeyman Tech/NCS Level 3)	May 1, 2022	\$ 37.33	4.48	8.45	\$ 50.26	\$ 0.67	\$ 50.93
	May 1, 2023	\$ 40.52	5.53	8.95	\$ 55.00	\$ 0.67	\$ 55.67
	May 1, 2024	\$ 41.32	5.64	9.46	\$ 56.42	\$ 0.67	\$ 57.09
Junior NCS Journeyman (Formerly Journeyman Tech/NCS Level 2)	May 1, 2022	\$ 30.36	3.64	7.38	\$ 41.38	\$ 0.67	\$ 42.05
	May 1, 2023	\$ 31.79	4.33	7.88	\$ 44.00	\$ 0.67	\$ 44.67
	May 1, 2024	\$ 32.34	4.41	8.39	\$ 45.14	\$ 0.67	\$ 45.81
2nd Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 2)	May 1, 2022	\$ 23.72	2.85	6.41	\$ 32.98	\$ 0.67	\$ 33.65
	May 1, 2023	\$ 26.19	3.57	6.91	\$ 36.67	\$ 0.67	\$ 37.34
	May 1, 2024	\$ 26.58	3.62	7.42	\$ 37.62	\$ 0.67	\$ 38.29
1st Term Apprentice NCS (Formerly Apprentice Communication Tech NCS Level 1)	May 1, 2022	\$ 22.32	2.68	6.25	\$ 31.25	\$ 0.67	\$ 31.92
	May 1, 2023	\$ 23.21	3.15	6.75	\$ 33.00	\$ 0.67	\$ 33.67
	May 1, 2024	\$ 23.40	3.19	7.26	\$ 33.85	\$ 0.67	\$ 34.52
Communication Cable Installer	May 1, 2022	\$ 20.93	2.51	6.07	\$ 29.51	\$ 0.67	\$ 30.18
	May 1, 2023	\$ 23.26	3.17	6.57	\$ 33.00	\$ 0.67	\$ 33.67
	May 1, 2024	\$ 23.56	3.21	7.08	\$ 33.85	\$ 0.67	\$ 34.52

Breakdown of Union Funds:

May 1, 2022: Working Dues:
Senior NCS Journeyman \$ 0.78
Junior NCS Journeyman \$ 0.62
2nd Term Apprentice NCS \$ 0.48
1st Term Apprentice NCS \$ 0.46
Communication Cable Installer \$ 0.43

OEITTF - \$ 0.05, CCO - \$ 0.20, JEPP - \$ 0.10 (13% HST to be included with remittance),
Recreation Fund - \$ 0.09, Education Fund - \$ 0.17, DeNovo - \$ 0.03, Health & Welfare - \$ 2.50

Pension:
Senior NCS Journeyman \$ 4.53
Junior NCS Journeyman \$ 3.62
2nd Term Apprentice NCS \$ 2.79
1st Term Apprentice NCS \$ 2.65
Communication Cable Installer \$ 2.50

May 1, 2023: Same as May 1, 2022
May 1, 2024: Same as May 1, 2022

Breakdown of ECA Funds:

May 1, 2022: \$ 0.67

- NOTE:**
1. On agreement of the ETBA and IBEW-CCO, Total Package amounts for the period **May 1, 2022 to April 30, 2025 inclusive may be subject to amendment prior to expiry.**
 2. Working Dues are included in Union Funds reported above
 3. Union Funds should be sent to:

IBEW Local 1687
1204 St. Jerome Street
Sudbury, Ontario P3A 2V9

SECTION 2100B - SIGNING PAGE

2100B

Agreed to at Toronto, Ontario on the 1st day of May 2022.

**For the Electrical Trade Bargaining
Agency of the Electrical Contractors
Association of Ontario:**

"Steve Watson"

Chair, ETBA

"Graeme Aitken"

Executive Director, ECAO

For the Electrical Trade Joint Board:

"Bernie Fishbein"

Independent Chair, ETJB

**For the International Brotherhood of Elec-
trical Workers, the IBEW Construction
Council of Ontario and all its affiliated
Local Unions:**

"Glen Drewes"

President, IBEW-CCO

"James Barry"

Executive Secretary-Treasurer, IBEW-CCO

For the IBEW 1st District Office:

"Tom Reid"

International Vice-President

"Bruce McNamara"

International Representative

LETTER OF UNDERSTANDING

February 7, 2019

IMPLEMENTATION OF THE COMMUNICATIONS CLASSIFICATIONS AGREEMENT EFFECTIVE MAY 1, 2019

The fundamental principle underlying this Agreement is that workers defined herein shall be permitted to perform communications work in all sectors of the industry and in the ICI sector specifically. The ETBA and IBEW-CCO have amended their respective ICI designation orders to reflect this. The Parties agree that every Contractor shall employ a Communication Electrician (CE) or Communication Technician Foreperson (CF) and for each CE employed or CF employed, the Contractor may employ any combination of up to five (5) Technicians, Technician Apprentices, and/or Cable Installers.

{NOTE: The highest portable classification and available for work list classification shall be NCS Tech 3}

LETTER OF UNDERSTANDING

May 1, 2019

Re: Network Cabling Specialist

In order to promote the Network Cabling Specialist (NCS) certification program, it is agreed that communications workers who are capable shall obtain their NCS Certificate of Qualification on or before December 31, 2019 by either taking the certificate challenge exam or by entering the NCS apprenticeship training program. It is agreed that, effective May 1, 2020, all communication workers above the classification of cable installer shall either have obtained their NCS Certificate of Qualification or have commenced the NCS apprenticeship training program.

The International Brotherhood of Electrical Workers Construction Council of Ontario and the Electrical Trade Bargaining Agency agree that the Ontario Electrical Industry Training Trust Fund will be charged with developing a mechanism for assessing existing and new communication workers in order to properly classify them in the NCS, NCS Apprentice and Communication Cabling Installer classifications.

The Local JAC shall be responsible for applying the standards, providing administrative support to NCS Apprentices, scheduling trade school and tracking their hours of work for purposes of advancement. As a general rule, there shall be no advancement without schooling or successful exam challenge.

It is also agreed that the OEITTF and will develop a system for communication workers to access the pre-NCS exam course in their local areas and to challenge the NCS exam in their local areas.

LETTER OF UNDERSTANDING

July 15, 2009

RE: MARKET RECOVERY PROGRAM

Where, on a particular project or within a geographic area of a Local Union's jurisdiction, work covered by the Principal Agreement is not currently being done or is not likely to be done by electrical contractors under the Principal Agreement, or where any provision of the Principal Agreement works a hardship, the Local Union and the Local ECA may reach a Memorandum of Local Amendment, in writing, to amend any provision of the Principal Agreement for a particular project or geographic area. Copies of all Memorandum of Local Amendment shall be submitted to the ETJB on a quarterly basis.

LETTER OF UNDERSTANDING

March 22, 2016

The parties confirm that issues of market share under the Green Pages, including issues with respect to scope of work, that cannot be resolved between a Local Union and Area ECA can be referred to the ETJB in accordance with the Letter of Understanding re Market Share Contained in the Blue Pages.

LETTER OF UNDERSTANDING

February 20, 2022

Transition

1. No Employee under this Agreement will be terminated or demoted because they do not, effective May 1, 2022, meet the definition of the classification that they hold. Instead, those Employees will retain their classification and will be encouraged to take appropriate measures to meet the formal qualifications of the classification that they hold.
2. Despite the above, effective May 1, 2022, current Journeyperson Technician (Network Cabling Specialist) Level 1 Employees will be immediately reclassified as Junior Network Cabling Specialist Journeypersons. For clarity, hours worked as Journeyperson Technician (Network Cabling Specialist) Level 1 will not count as hours worked as Junior Network Cabling Specialist Journeypersons.
3. Cable installers currently employed by contractors shall be offered a choice to remain as cable installers or advance into an NCS Level 1 Apprenticeship after they have worked 2000 hours. Those cable installers that choose to remain in the cable installer position shall not count in the contractor's overall company count of cable installers.

MEMORANDUM OF UNDERSTANDING

RE: AMENDED SCOPE

February 20, 2022

1. IBEW Locals **105, 115, 120, 303, 402, 530, 586, 773, 804 and 1687** will each enter into a Memorandum of Local Amendment with their respective Local ECAs to amend the Scope of the Communications Agreement in their respective jurisdictions.
2. The amended scope will not apply in the Industrial Sector but will apply in the Commercial and Institutional Sectors.
3. The amended scope is set out in Section 4 below and will apply to projects where the scope of the communications work (as set out in paragraph 4 below) in total is valued at \$ 1,000,000 (labour and materials) or less.
4. The amended scope will provide as follows:

SCOPE

The work covered by this agreement shall include the installation, testing, service and maintenance of all VDV systems which utilize the transmission and/or transference of voice, sound, vision, or digital for commercial, education, security, and entertainment purposes for the following: TV monitoring and surveillance, background/foreground music, intercom and telephone interconnect, inventory control systems, microwave transmission, multimedia, multiplex, nurse call systems, radio page, school intercom and sound, burglar alarms, and low-voltage master clock systems.

I. This agreement specifically includes the following work:

A. SOUND AND VOICE

1. Background/foreground music
2. Intercom and telephone interconnect systems
3. Telephone systems
4. Nurse Call Systems
5. Radio page systems
6. School intercom and sound systems
7. Burglar alarm systems
8. Low-voltage master clock systems
9. Sound and musical entertainment system
10. RF systems
11. Antennas and wave guide

Renovation work performed on existing nurse call systems, radio page systems and school intercom/sound systems that are non-IP based are to be excluded

B. TELEVISION AND VIDEO SYSTEMS

1. TV monitoring and surveillance systems
2. Video security systems
3. Video entertainment systems
4. Video educational systems
5. Microwave transmission systems
6. CATV and CCTV

C. SECURITY SYSTEMS

1. Perimeter security systems
2. Vibration sensor systems
3. Card Access systems
4. Access control systems
5. Sonar/infrared monitoring equipment

For work performed on these systems, rough-in to be performed by electrician classification with low-voltage cabling installed by communications worker.

D. COMMUNICATIONS SYSTEMS THAT TRANSMIT OR RECEIVE INFORMATION AND/OR CONTROL SYSTEMS THAT ARE INTRINSIC TO THE ABOVE LISTED SYSTEMS (IN THE "SCOPE")

1. SCADA
(Supervisory Control and Data Acquisition)
2. PCM
(Pulse Code Modulation)
3. Inventory control systems
4. Digital data systems
5. Broadband and baseband and carriers
6. Point-of-sale systems
7. VSAT data systems
8. Data communication systems
9. RF and remote-control systems
10. Fibre-optic data systems.

E. VDV SUPPORT SYSTEMS SUCH AS DATA-TRACK, INNERDUCT, OR SIMILAR-TYPE RACEWAYS AND LADDER RACK INTENDED EXCLUSIVELY FOR THE ABOVE-LISTED SYSTEMS

- II.** The agreement specifically excludes the following work:
- (a) Raceways systems on new construction or major renovation projects when an electrical contractor is on site are not covered under the terms of this agreement except for those listed in Item I (E) above. Chases, sleeves, and/or nipples (not to exceed 10 feet) may be installed on open wiring systems.
 - (b) The complete installation of non-integrated energy management systems, computer systems in industrial applications such as process controls, assembly lines, robotics and computer-controlled manufacturing systems, and all HVAC control work up to the first point of connection to the multipurpose integrated system if so connected shall not be a part of this agreement.
 - (c) Life safety systems (not intrinsic to nurse call systems listed in Item I (A) above shall be excluded from this agreement.
 - (d) SCADA (Supervisory Control and Data Acquisition) where not intrinsic to the above listed systems (in the "Scope").

