

Our industry employers show that **IBEW 353** electricians earn double the earnings of our unrepresented brothers and sisters working for non-union.



ibew353.org/organize

Earn More Per Hour

UNIONIZED PAINTER
\$49.51 PER HR.

UNIONIZED BRICKLAYER
\$56.65 PER HR.

UNIONIZED LABOURER
\$51.09 PER HR.

UNIONIZED ELECTRICIAN
\$64.23 PER HR.

NON-UNION ELECTRICIAN
\$32.00 PER HR.

**WE FIGHT FOR YOUR
PAY RAISE EVERY YEAR**



How To Join IBEW Local 353



Working For Everyone

IBEW Local 353 wants you to have the opportunity to enjoy the same good wages, dignity, respect, and decent working conditions that our union members already have.

Know Your Rights

The Ontario Labour Relations Act (OLRA) is the labour law that covers collective bargaining. It defines the rights and responsibilities of most employees, unions and employers in the province.

The law recognizes your freedom to join and participate in the union of your choice. The OLRA makes it illegal for your employer to penalize or threaten you in any way because of your involvement with a union. It also makes it illegal for your employer to try to stop you from becoming a union member.

The Ontario Labour Relations Board is a neutral tribunal with the authority to impose penalties for labour law violations.

If you chose to join The International Brotherhood of Electrical Workers - IBEW, we will make sure that you know your rights and that your rights are respected.

We will provide you with general information about your rights and Ontario's labour law. We will also walk you through the two major legal steps toward unionization: certification and voting.

Your IBEW organizing representative will be happy to answer any questions you have. In an organizing campaign the most important job for us is to ensure that the workers are aware of their rights and to educate them about the union and the certification process.

Protection During Organizing

Once the IBEW applies for certification on your behalf, your employer may not alter your wage rates or any other condition of your employment without the union's consent.

This important law takes effect on the date the union applies for certification. It remains in effect until the collective agreement is signed. The law ensures that your working conditions are not changed and that benefits are not taken away from you during an organizing campaign.

The Certification Hearing

Certification hearings generally take place if there is a dispute about the voting constituency or whether the bargaining unit described in the Application for Certification is the appropriate unit for collective bargaining.

The Labour Board can hold certification hearings only after the vote has taken place.

Although the Labour Board cannot hold a certification hearing prior to the vote it can order that ballot boxes be sealed or that certain votes be segregated. Challenges to the membership evidence (signed cards) cannot be considered at certification hearings.

Is my decision to sign a card to join IBEW local 353 confidential?

Yes, neither the Labour Board nor The IBEW will disclose who signed a card in support of union representation.

For more information go to canadianlabourrelations.com or scan the QR code.



Get in touch with one of 353's Membership Development Representatives.

Union organizers assist employees in establishing unions on the job to give them the same opportunity for good wages, dignity, respect, and decent working conditions that our members already have.

IBEW Local 353 has dedicated union representatives who can explain the process of forming a union in your workplace and ensure you know your rights every step of the way.

We promise you that you will not be harassed by anyone here. You will be in control and we only call when you want us to. The final decisions will always be left up to you and your co-workers.

To find out more of the benefits of organizing and how to start the process call IBEW Local 353 at 416-510-3530 toll free 1-888-510-3530 or 416-510-5258

Speak to a Membership Development Representative

ALL ENQUIRIES ARE STRICTLY CONFIDENTIAL