

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



## 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.**



## You Have a Legal Right to Unionize



[ibew353.org/organize](https://ibew353.org/organize)

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

**Working For Everyone**

## What Employers and Supervisors Cannot Legally Do

- Management cannot attend any union meetings, park across the street from a meeting place, or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and is not participating in the union program.
- Management cannot tell employees that the company will fire or punish them if they engage in union activity.
- Management cannot lay off, discharge, or discipline any employee for union involvement.
- Management cannot grant employees wage increases, special concessions, or benefits in order to keep the union out.
- Management cannot bar employees in support of the union from soliciting employees' memberships on or off the company property during non-working time.
- Management cannot ask employees about union matters, meetings, etc.
- Management cannot threaten employees with reprisal for participating in union activities.

- Management cannot ask employees how they intend to vote or penalize them for participating in union activities.
- Management cannot threaten to, or close the shop in order to avoid dealing with a union.
- Management cannot ask employees whether or not they belong to a union, or if they have signed up for union representation.
- Management cannot act in a way that might show preference for a non-union employee.
- Management cannot make distinctions between union employees when assigning overtime.
- Management cannot isolate supporters from non-supporters.
- Management cannot choose employees to be laid off in order to weaken the union's strength or discourage membership in the union.
- Management cannot discriminate against union people when disciplining employees.
- Management cannot by nature of work assignments, create conditions intended to get rid of an employee because of his union activity.
- Management cannot withhold a scheduled benefit or wage increase because of union activity.

- Management cannot take action that adversely affects an employee's job or pay rate because of union activity.
- Management cannot threaten a union member through a third party.
- Management cannot promise employees a reward or a future benefit if they decide "no union".
- Management cannot tell employees overtime work (and premium pay) will be discontinued if the company is unionized.
- Management cannot say unionization will force the company to lay off employees.

Go to <https://labour.gov.on.ca> or click on this QR code.



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