

# Negotiations Summary Update

## IBEW Local 353 – Local Area



### Provincial ICI/Line/Communications

There are no provincial language changes for the ICI and communications sectors. The following has been added to the Toronto appendix under the Principal Agreement:

#### *Clause 602 Forepersons, new Clause C (Sub Foreperson)*

Despite paragraph (a) where the Employer elects to designate a Sub Foreperson, their duties shall include the layout and direction of those in their charge. A Sub Foreperson must be a member of the IBEW and will not direct more than three (3) employees. Sub Forepersons shall be compensated at 7.5 % above the journeyperson rate.

Forepersons shall not perform bargaining unit work if responsible for more than 2 (two) Sub Forepersons. No Forepersons shall be responsible for more than four (4) Sub Forepersons.

#### *Clause 1000 (a) Health & Welfare Fund (Contractor's Contribution to De Novo and other EAPs)*

An additional \$0.05 cents per hour **above** the wage package shall be added to the Health & Welfare Fund for each hourly rated worker for the purposes of funding Employees Assistance Programs such as substance abuse treatment centres.

### *Clause 900, Wages & Fringe Benefits – ICI Agreement*

As per the terms of the Joint Proposal, the wage package will be determined by final offer selection on April 9, 2025. Details of the final offers:

	ECAO Final Offer			IBEW-CCO Final Offer		
	2025	2026	2027	2025	2026	2027
May 1						
Wages	\$1.75	\$1.80	\$1.85	\$2.52	\$2.52	\$2.51
Travel – 402, 1687	\$0.40	\$0.40	\$0.40	\$0.50	\$0.50	\$0.50
Travel – South	\$2.00	\$2.00	\$2.00	\$7.00	\$3.75	\$3.75
Mileage	\$0.01	\$0.02	\$0.02	\$0.03	\$0.02	\$0.01
Zones	\$0.50	\$0.50	\$0.50	\$0.65	\$0.65	\$0.65
Line subsistence	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00

**IMPORTANT REMINDER:** The Joint Proposal includes catch-up amendment that adds \$1.50 to the wage package at the end of the term of the agreement on April 30<sup>th</sup>. Based on the \$1.50 catch-up, the monetary increase effective May 1, 2025 will be at the minimum \$3.25. If the IBEW final offer is selected, the increase will be \$4.02.

### ***Letter of Understanding, Joint Apprenticeship Council***

The Joint Apprenticeship Council (Electrical Apprentice Training Alliance) will pay the tuition and bursary for the new fourth term of trade school.

### ***Clause 1104 Downtown Allowance***

May 1, 2026 \$21.75

May 1, 2027 \$23.25

### **Line Sector Language**

The main amendments to the line sector are:

- The inclusion of a \$200.00 boot allowance per worker in the first week of January 2026.
- The inclusion of workplace placements for powerline technician co-op students.
- A Letter of Understanding for the 24-hour shift coverage required on Toronto Hydro contracts.
- Increasing standby pay under clause 809 to two hours per day.

### **High-Rise Residential**

Since 1978, the high-rise residential sector has been part of the provincial Principal Agreement designated for ICI construction. As per the 'Nyman' decision (OLRB appointed arbitrator) delivered on November 11, 2024 declared "the Greater Toronto ECA and IBEW must engage in direct face to face good faith bargaining over terms and conditions of employment applicable to high rise residential construction ..." IBEW & GTECA will begin negotiating a separate, stand-alone high-rise residential construction agreement.

IBEW 353 has applied for conciliation and will be in a legal strike position by May 1, 2025.

### **Low-Rise Residential**

The current GTECA-IBEW 353 low-rise agreement expires on April 30, 2025.

IBEW 353 has applied for conciliation and will be in legal strike position on May 1, 2025.