

Negotiations Summary Update

IBEW Local 353



I want to thank **James Bonnell BM of Local 105** for providing the following summary. It does not include a summary update of the EPSCA, High Rise, Low Rise Residential, and ICI local area negotiations. Please see my March 2025 newsletter article for more information.

It's also important to note that negotiations are ongoing and as of this publication High and Low Rise negotiations have not begun.

James Bonnell BM Local 105

Sisters and Brothers,

Linework Agreement (Yellow Pages):

- Positive outcomes with several key changes, all items listed below:
 - Yearly \$200 boot allowance.
 - Section 809 standby pay increased from 1 to 2 hours pay.
 - Reimbursement for lineman apprentices attending trade school now extends to those on the out-of-work list.
 - Travel pay will not be calculated using the 25km radius, only un-tolled road kilometers.
 - A Letter of understanding was created regarding Co-op students for locals 353 and 1687.
 - A Letter of Understanding was created regarding Toronto Hydro and 24/7 shift work.
 - An Existing Letter of Understanding was renewed regarding Foreman Pay (120%) and Subforeman pay (110%)

Communications Agreement (Green Pages):

- Although language items were brought forward from both sides, no agreement on language changes was reached this round. Status Quo.

ICI Agreement (Blue Pages):

- Dozens of language changes were proposed by both IBEW and Contractors.
 - In the end only two minor housekeeping items were agreed upon:
 1. Replacing "here" with "where" in paragraph 1 of section 705 (B) 1.
 2. Updating section 800A to reflect Local 804's regular hours listed in their appendices.

Wages:

- No agreement on the wage increase this round.
 - Both sides have submitted final offers, which will be decided by a Selector on April 9th. The Selector will look at both final offers and choose one or the other.
 - Contractors' final offer: \$5.40 (6.98%) over three years, broken down as:
 - Year 1: \$1.75
 - Year 2: \$1.80
 - Year 3: \$1.85
 - This is in addition to the \$1.50 catch-up, bringing the total to \$6.90 (8.92%) and a \$3.25 increase in Year 1.
 - IBEW's final offer: \$7.55 (9.75%) over three years, broken down as:
 - Year 1: \$2.52
 - Year 2: \$2.52
 - Year 3: \$2.51
 - This is in addition to the \$1.50 catch-up, bringing the total to \$9.05 (11.7%) and a \$4.02 increase in Year 1.
- While we are optimistic that the Selector will choose our final offer, we now know the floor for our increases over the next three years, which totals \$6.90. The Post-Negotiated Wage Adjustment (Me Too Money), which is uncapped for this round of bargaining, provides the potential for an additional increase in Year 2 once the mechanical trades have settled.

In closing I want to thank the other Business Managers in Ontario along with James Barry and his full CCO team for a united room full of great discussions, dialogue and insights.