

**In the Matter of a Final Offer Selection Arbitration  
Under a Joint Proposal Between the Parties**

**BETWEEN:**

**THE ELECTRICAL TRADE BARGAINING AGENCY  
OF THE ELECTRICAL CONTRACTORS ASSOCIATION OF ONTARIO  
(THE "ETBA")**

**AND**

**THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
AND THE IBEW CONSTRUCTION COUNCIL OF ONTARIO  
(THE "IBEW")**

**BEFORE:** Eli A. Gedalof, Sole Arbitrator and Final Offer Selector

**APPEARANCES**

For the ETBA

David Bannon, Counsel  
Artimes Ghahremani, Counsel  
Jodi Travers  
Graeme Aitken  
Roch Picknell

For the IBEW

Ron Lebi, Counsel  
John O'Grady  
Jordan Berger  
James Barry  
Brian Jacobs

## **AWARD**

1. I was duly appointed as Final Offer Selector under the terms of the November 27, 2024 "Joint Proposal For 2025-2028 Principal Agreement" (the "Joint Proposal"), and issued my final offer selection by decision dated April 22, 2025. The terms of the Joint Proposal provide for a Post Negotiation Wage Adjustment (PNWA) in certain circumstances, and the Selector remains seized in the event that there are any disputes concerning the application of the PNWA.

2. A dispute has arisen in this case concerning the calculation of the PNWA. The parties filed written submissions and attended a hearing on October 20, 2025. In order to ensure that this matter is determined on an expeditious basis, the parties have agreed that I may issue a bottom line decision, which shall be strictly without prejudice and precedent in any future matter between the parties.

3. Having carefully considered the parties' submissions, I find that the PNWA is \$2.40 and so award.

4. I remain seized with respect to the implementation of this award.

Dated at Toronto, Ontario, this 20<sup>th</sup> day of October 2025.

*"Eli Gedalof"*

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Eli A. Gedalof  
Sole Arbitrator and Final Offer Selector