

**IN THIS ISSUE**

IBEW Applies for Wage Increase of 50 Cents .....	1
ECAO Adopts New General Bylaw #1 at Special Meeting .....	1
Mobility Rules Change to Allow First Two Workers Per Job.....	2
Principal Agreement Goes On-Line.....	2
ECAO Conference – October 16-23, 2005 – Cancun, Mexico.....	2
ECAO Scholarship Program of Post-Secondary Awards .....	3
Wright and Carroll Awards - Call For Applications/Nominations.....	3
Ministry of Consumer & Business Services Issues Contractor Licensing Policy Paper .....	3
Network Cabling Specialist Incentive Program.....	4

**IBEW APPLIES FOR WAGE INCREASE OF 50 CENTS**

The No Strike bargaining system used by the ETBA-ECAO and the IBEW-CCO contains a provision that allows the union to apply for an additional wage increase if other trades settle higher. The union triggered this provision at a recent meeting of the Electrical Trade Joint Board (ETJB) who met to consider the application on March 23<sup>rd</sup>. The union application is for an additional 50 cents. If an additional increase is awarded, it will apply on November 1, 2005.

The application states that both the Refrigeration Mechanics and the Millwrights are reasonable comparison trades and, in 2004, both settled for \$3.90 over three years, 50 cents more than the Electricians. If the parties cannot come to an agreement among themselves at the ETJB this month, the matter will be referred to an arbitrator who is required to adjust the wages to the average of the two highest settlements.

Both parties are considering a recommendation from the ETJB at this time and a decision will be issued shortly. We will keep ECAO members informed of developments as the process unfolds.

**ECAO ADOPTS NEW GENERAL BYLAW #1 AT SPECIAL MEETING**

ECAO now has a new General Bylaw #1 following approval by the general membership at a Special General Meeting held in Toronto on March 17, 2005. The new bylaw, a copy of which was sent to all ECAO members along with the notice of meeting, was approved without any amendments.

A synopsis and the complete new bylaw is available to members in the “Publications” section of the ECAO web site at [www.ecao.org](http://www.ecao.org) and hard copies will be distributed to all members in April.

For further information, contact Eryl Roberts at [eroberts@ecao.org](mailto:eroberts@ecao.org) or 416-675-3226 x311.

## ***MOBILITY RULES CHANGE TO ALLOW FIRST TWO WORKERS PER JOB***

The ETBA and IBEW-CCO have agreed to minor language changes to the mobility provisions of the collective agreement, which result in changes to the administration of manpower mobility. Now contractors may take the first two workers into another Local Union for each job or project, plus 20% of the crew. In the past, contractors were permitted one mobile worker for each job, plus the next worker for the area, plus 20% of the total work force in the area.

This change will not affect the non-resident contractor with only one job in any given area, but will simplify the administration for those with a number of jobs, particularly smaller ones, outside their home area.

Other changes regarding the definitions of clearance cards and working cards were also made. The full text of Section 7 – Hiring and Mobility is included for your reference. If you have any questions, please contact Eryl Roberts at [eroberts@ecao.org](mailto:eroberts@ecao.org) or 416-675-3226 x311.

## ***PRINCIPAL AGREEMENT GOES ON-LINE***

The 2004 - 2007 Principal Agreement between the Electrical Trade Bargaining Agency of ECAO and the IBEW Construction Council of Ontario will be available on-line effective April 4<sup>th</sup>. To access the agreement, simply go to the Members' page of the ECAO web-site ([www.ecao.org](http://www.ecao.org)) and click on Principal Agreement in the left hand margin menu.

The document is subdivided into sections and geographic areas so you may download only what you require.

If you have questions, encounter problems or require a password, please contact Lucy Roberts at [lroberts@ecao.org](mailto:lroberts@ecao.org) or 416-675-3226 x312.

## ***ECAO CONFERENCE – OCTOBER 16-23, 2005 – CANCUN, MEXICO***

A little Siesta! A little Fiesta! This year's conference will be held at the Fiesta Americana Grand Coral Beach, featuring fine dining, live music, and a health-and-beauty spa, situated across the street from Cancún's main entertainment district. Located on the north side of Punta Cancún shielded from the open sea, the two terra-cotta-coloured, 12-story buildings ornamented by stained-glass displays house the resort's spacious guest suites each with a balcony providing panoramic views of the Caribbean Sea.

The conference kicks off Sunday night with a Mix and Meet poolside. Events planned for delegates and guests alike include informative and educational sessions, a refined Mexican dinner and show in the resort's own La Joya restaurant, tours to Isla Mujeres (Island of Women) and the Mayan ruins, as well as several golfing opportunities. Following the Annual General Meeting, delegates will wind down the week with the traditional President's Gala.

Registration forms, travel information, sponsorship opportunities and program updates are available on the ECAO website at [www.ecao.org](http://www.ecao.org). For additional information, contact Lucy Roberts at [lroberts@ecao.org](mailto:lroberts@ecao.org) or 416-675-3226 X312.

## **ECAO SCHOLARSHIP PROGRAM OF POST-SECONDARY AWARDS**

In recognition of the importance of education and the need to have post secondary graduates enter into the construction industry, the Electrical Contractors Association of Ontario established a "Scholarship Program" in 2004 for children or wards of salaried employees of Association Member Companies. The objective of this program is to provide financial support for the purpose of attending recognized post-secondary institutions, and to encourage such individuals to attain a high level of academic achievement.

The program outline and application form is available to members on the "Award Winning Contractors" page of the ECAO website at [www.ecao.org](http://www.ecao.org). Deadline for submissions is July 15, 2005.

## **WRIGHT AND CARROLL AWARDS - CALL FOR APPLICATIONS/NOMINATIONS**

Applications/nominations are now being accepted for the R. H. (Hugh) Carroll and D. J. B. Wright Awards. The R. H. (Hugh) Carroll Awards recognize companies who demonstrate a dedication to safety. The D. J. B. Wright Award is presented to an individual electrical contractor who has shown dedication to the electrical contracting industry in the province. The awards will be presented at the Annual General Meeting being held October 21<sup>st</sup> during the ECAO Conference in Cancun, Mexico and recipients will be featured on ECAO's website and in ECAO's industry magazine, *The Ontario Electrical Contractor*.

Please note that the deadline for the Carroll Awards is June 17th and the Wright Award is May 2nd. Nomination procedures and forms are available on the "Award Winning Contractors" page of the ECAO website at [www.ecao.org](http://www.ecao.org). PLEASE PASS ON THESE FORMS TO THE PERSON IN YOUR COMPANY THAT IS RESPONSIBLE FOR TAKING ADVANTAGE OF THESE IMPORTANT RECOGNITION OPPORTUNITIES! For more information, contact Lucy Roberts at [lroberts@ecao.org](mailto:lroberts@ecao.org).

## **MINISTRY OF CONSUMER & BUSINESS SERVICES ISSUES CONTRACTOR LICENSING POLICY PAPER**

In a move to expedite consultations with stakeholders and to educate the industry and general public about Provincial Electrical Contractor Licensing, MCBS has released a "policy paper" which explains the proposal in layman's terms. The paper can be found on the "Electrical Contractor Registration Agency (ECRA)" page of the ECAO website at [www.ecao.org](http://www.ecao.org).

The document outlines what the regulation will cover; including transition issues, and invites input from interested parties. The objective is to complete the consultation process and pass the regulations by June 30, 2005.

ECAO members can make a positive contribution to the implementation of province-wide licensing by registering with the ECRA as soon as possible (application forms online on the ECRA page of the ECAO website) and by providing letters of support for the proposal as outlined in the policy document.

For more information about registration with ECRA please contact Penny Semenenko at [psemenenko@ecao.org](mailto:psemenenko@ecao.org) or 416-675-3226 x314

## **NETWORK CABLING SPECIALIST INCENTIVE PROGRAM**

To promote IBEW members as better trained and better qualified the Joint Electrical Promotion Plan (JEPP) has endorsed an incentive program to encourage qualified communication technicians to obtain their Certificate of Qualification (C of Q) as a Network Cabling Specialist (NCS).

IBEW members who successfully acquire their C of Q in the Trade of Network Cabling Specialist (631A) will be entitled to get their \$100.00 examination fee reimbursed. The reimbursement program will be in effect until January 1, 2006, and is open to current and future NCS certificate holders. This means that if you already have your C of Q you qualify for reimbursement.

Please contact your local union hall for an NCS Examination Fee Reimbursement Form.

### **ECAO WELCOMES NEW MEMBERS**

**CA Electric**, Ottawa, ON, Ottawa Member, Accredited Representative: Gary Beatty.

**Dual Electric & Communications**, Carleton Place, ON, Ottawa Member, Accredited Representative: George Vrana.

**Eltec Group Incorporated**, Mississauga, ON, Toronto Member, Accredited Representative: Fred Kerr.

**Foretech Electric Inc.**, Gormley, ON, Toronto Member, Accredited Representative: Stephen Voyer.

**Shewfelt Construction Corporation**, Ancaster, ON, Hamilton Member, Accredited Representative: Paul Shewfelt.

**TGM Electric Ltd.**, Thornhill, ON, Toronto Member, Accredited Representative: Michael Murphy.

#### **Associate Members**

**Badger Daylighting**, Guelph, ON, Category: Distributor/Supplier, Principal Representative: Bryan Jones.

**The Graff Company Ltd.**, Brampton, ON, Category: Concrete Cutting Services, X-Ray and Radar Scanning, Principal Representative: Enzo Sabatini.

**Hilti (Canada) Corp.**, Mississauga, ON, Categories: Manufacturer & Distributor/Supplier, Principal Representative: Massimo Lopardo.

**Spectrum Power Systems Inc.**, Mississauga, ON, Category: Distributor/Supplier, Principal Representative: Madan Chawla.

### **Calendar of Upcoming Conferences/Conventions**

Canadian Electrical Contractors Association National Convention  
Jasper Park Lodge, Jasper, Alberta, June 15-19, 2005

Electrical Contractors Association of Ontario Industry Conference  
Fiesta Americana Grand, Cancun, Mexico, October 16-23, 2005

Canadian Electrical Contractors Association National Convention **AND**  
Electrical Contractors Association of Ontario Industry Conference  
Fairmont Empress, Victoria, BC, June 21-25, 2006

[www.ecao.org](http://www.ecao.org)

[www.ceca.org](http://www.ceca.org)

## 510 LOCAL UNION PART OF IBEW

Each Local Union is a part of the IBEW and it is therefore understood that any alleged violation or annulment of the working rules of any Local Union in the IBEW shall be considered by the Head Office of the IBEW. Failing settlement it shall be considered sufficient cause for the cancellation of these working rules forthwith.

## SECTION 6 - EMPLOYEE DESIGNATION

### 600 JOURNEYMEN

- A. Journeymen must be capable of performing in an efficient manner the functions of an Electrician as defined under the Trades Qualification and Apprenticeship Act and Regulations.
- B. Workmen shall install all electrical work in a safe and workmanship-like manner, and in accordance with applicable code and contract specifications.
- C. An Instrumentation Electrician must be a Journeyman Wireman who is also qualified to perform instrumentation work.
- D. A Communication Electrician must be a Journeyman Wireman who is also qualified to perform communication work.
- E. Journeymen Network Cabling Specialists must be capable of performing in an efficient manner the functions of a Communication Technician as defined under *Apprenticeship & Certification Act, 1998*.

### 601 APPRENTICES (See also Clause 1801)

- A. All Apprentices shall be governed by this Agreement and the *Trades Qualification and Apprenticeship Act*.
- B. The approval of the qualifications of the applicant Apprentice, his/her registration and the supervision of his/her training shall come under the control of the Apprenticeship Council whose Terms of Reference shall be jointly established by the Local Union and the Local ECA.

In exercising this function, the Apprenticeship Councils shall be committed to providing equal treatment of all applicants in recruitment without discrimination. Decisions by the Apprenticeship Councils about employment shall be made solely on the essential skills, capability, knowledge and experience to perform the job.
- C. Apprentice Network Cabling Specialists must be capable of performing in an efficient manner the functions of a Communication Apprentice as defined under *Apprenticeship & Certification Act, 1998*
- D. All Apprentices must work under the direction of a Journeyman.

## 602 FOREMEN

Refer to the Local Appendix for the jurisdictional area concerned.

## SECTION 7 - HIRING PROCEDURE

### 700 HIRING

In accordance with Section 163.5(7) of Bill 69 or other similar legislation which may be enacted, the IBEW IBEW-CCO and the ETBA agree that an Employer may not make the election under Section 163.5(1) but instead agrees to the following provisions of Sections 700, 702, 703, 704 and 705 of the Provincial Section of the Principal Agreement.

- A. The Contractor agrees to hire and employ only members of the International Brotherhood of Electrical Workers on all electrical work. When hiring through the Local Union office, the Contractor shall be entitled to name hire up to fifty (50) percent of the IBEW members, including Foremen. When making appointments to the Foreman level, the Employers will give consideration to those Journeymen they presently employ. All hiring will be done through the Local Union Office and no one will be employed unless they are in possession of a clearance card from the Local Union office. All members are to be dispatched to the Contractor. The Business Manager of the Local Union has the discretion to permit higher percentages for name hires.
- B. The name hired member must have been on the out of work list for two (2) calendar weeks immediately prior to hiring. This two (2) week condition does not apply to Foremen. The Business Manager shall have the discretion to waive the two (2) week condition for any other members. There shall be no "banking" of name hired calls, so that any Contractor not utilizing its full name hire allowance shall not be permitted to include the unused portion of such allowance when hiring at a later date. The ETJB will be empowered to develop necessary mechanisms to prevent abuses.
- C. The provisions of Section 700 A shall be applied in accordance with the following grid. In the event that the Contractor requires more than twenty (20) employees, the formula set out in the grid shall continue to be applied.

**SECTION 700 - RESIDENT CONTRACTOR  
NAME HIRE**

# Required	Contractor Name Hire	Local Union List
1	1	0
2	1	1
3	2	1
4	2	2
5	3	2
6	3	3
7	4	3
8	4	4
9	5	4
10	5	5
11	6	5
12	6	6
13	7	6
14	7	7
15	8	7
16	8	8
17	9	8
18	9	9
19	10	9
20	10	10

**701 WORKING CARDS**

If the Local Union is unable to furnish certified Local Union workmen to the Contractor within three (3) working days of the time the Union Office receives the request for men (excepting Saturdays, Sundays and Holidays) the Contractor shall be afforded the right to employ certified workmen as are available. These workmen shall make application to join the Local Union. The Local Union will issue working cards to workmen hired in these circumstances who may be replaced by certified Local Union workmen after three (3) working days notice to the Contractor, but in no case until a workman has worked a minimum of one (1) week.

**702 NON-RESIDENT CONTRACTORS**

- A. Any non-resident Contractor undertaking any electrical work within the jurisdiction of a Local Union shall be allowed to bring in only one (1) experienced Electrical Representative for each job or project. Such Representative shall be a member of the IBEW and shall register at the Local Union Office and be issued a clearance card.
- B. In addition to Section 702 A, any non-resident Contractor undertaking any electrical work within the jurisdiction of a Local Union shall be allowed to bring in from outside the Local Union area the next IBEW member for each job or project and shall be allowed mobility up to a maximum of twenty (20) percent of its total workforce, for each job or project (excluding the IBEW member referred to in 702 A above, see chart 702 B) and such members shall register at the Local Union Office and shall be issued clearance cards. Non-resident Contractors shall

be allowed to name hire so long as the combination of name hires and mobility hires shall not exceed fifty (50) percent of its workforce, including name hired Foremen. All name hiring will be done through the Local Union office and no one will be employed unless they are in possession of a clearance card from the Local Union office. Any non-resident Contractor not utilizing its full mobility allowance shall be permitted to include the unused portion of his mobility allowance as local area name hires. The Business Manager of the Local Union has the discretion to permit higher percentages for name hires and/or mobility.

The provisions of Section 702 B shall be applied in accordance with the following grid. In the event that the Contractor requires more than twenty (20) employees, the formula set out in the grid shall continue to be applied.

**SECTION 702 B - NON-RESIDENT  
CONTRACTOR MOBILITY  
AND NAME HIRE**

# Required	Mobility	Name Hire	Local Union List
1	1	0	0
2	1	0	1
3	1	0	2
4	1	1	2
5	1	1	3
6	1	2	3
7	1	2	4
8	1	3	4
9	1	3	5
10	2	3	5
11	2	3	6
12	2	4	6
13	2	4	7
14	2	5	7
15	2	5	8
16	3	5	8
17	3	5	9
18	3	6	9
19	3	6	10
20	4	6	10

- C. The name hired member must have been on the out of work list for two (2) calendar weeks immediately prior to hiring. This two (2) week condition does not apply to Foremen. The Business Manager shall have the discretion to waive the two (2) week condition for any other members. Any IBEW member being assigned into the jurisdiction of another Local Union must have been employed by the Contractor in the bargaining unit for a period not less than four (4) weeks, immediately prior to travelling to the job where the work is to be performed, unless a lesser period is agreeable with the host Local Union. This member must also be able to verify employment through his/her pay stubs. There shall be no "banking" of name hired calls so

that any Contractor not utilizing its full name hire allowance shall not be permitted to include the unused portion of such allowance when hiring at a later date. The ETJB will be empowered to develop necessary mechanisms to prevent abuses.

### 703

The percentages set out in Sections 700 and 702 must apply with reference to the number of employees of the Employer who perform work under the Principal Agreement on each day during the period in which the Employer's work within a Local Union's jurisdiction is being performed save and except for the period when employees are being laid off because of downsizing of the workforce. When the Employer hires again after downsizing, it shall bring its workforce back into percentages which do not exceed those permitted under Sections 700 and 702. The Business Manager of the Local Union shall be permitted in his discretion to waive compliance with the provisions of this Section 703.

### 704 EMPLOYMENT PRIORITY

In all cases of layoff, the Local Union members shall retain employment priority. For the purposes of Section 702, employment priority shall not apply when a non-resident Employer is laying off provided that, notwithstanding Section 703, the mobility percentages set forth in Section 702 is not exceeded.

### 705 TRAVEL, MILEAGE AND ROOM AND BOARD ALLOWANCES FOR MOBILITY WORKERS (EMPLOYEES EMPLOYED PURSUANT TO SECTION 702)

- A. Notwithstanding Sections 908 and 11 of the provincial section of the Principal Agreement or the provisions of any Local Union Appendix, the following allowances for travel, mileage and room and board shall be paid by a non-resident Contractor to a mobility worker brought in pursuant to Section 702 for jobs located outside the jurisdiction of the mobility worker's home Local Union by such Contractor.
1. Free Travel Zones: There shall be a free travel zone of forty (40) road kilometres from the point of departure where no travel time or mileage allowances will be paid.
  2. Travel Time: Travel time at the "Total Package" hourly rate of pay set out in the mobility workers' home Local Union's Appendix at the straight time rate shall be paid by the Contractor to the mobility worker for travelling to and from such jobs outside of the free travel zone. No mobility worker shall be required to travel more than ten (10) hours in one (1) day or to travel and work in one (1) day totalling more than ten (10) hours. The mobility worker shall not be expected to return home on any day where such em-

ployee has travelled or travelled and worked totalling ten (10) hours.

3. Mileage: For mobility workers who use their own vehicles for travelling to and from such jobs, they shall be paid a mileage allowance at the rate of \$0.39, (\$0.40 May 1, 2005, \$0.41 May 1, 2006) per road kilometre. For mobility workers who use the Contractor's vehicle there will be no mileage allowance.
  4. Room and Board: Where a mobility worker is required to incur room and board expenses on behalf of the Contractors, the mobility worker shall be reimbursed for all vouchered expenses for travelling to and from such jobs.
- B. The terms and conditions of the host Local Union's Appendix shall apply to mobility workers when working in the jurisdiction of the host Local Union provided that:
1. On a job where the host Local Union's Appendix contains provisions for room and board allowance those provisions shall apply and on a job, where the host Local Union's Appendix contains no provisions for room and board allowance then the mobility worker shall be reimbursed for all vouchered expenses; and
  2. No mobility worker shall suffer a reduction in his/her "Total Package" hourly rate of pay set out in his/her home Local Union's Appendix.
- C. The provisions of this Section 705 do not apply to work performed under Section 17 of the provincial section of the Principal Agreement or to work performed under the Provincial Linework Agreement or the Communications Agreement.

### 706 OLDER EMPLOYEES

Where five (5) or more Journeymen are employed every fifth (5th) Journeyman shall be fifty (50) years of age or older, where available.

### 707 LAYOFF NOTIFICATION

When possible, the Contractor shall notify the Business Manager three (3) days prior to a layoff but no later than on the day of the layoff. Failure of the Contractor to notify the Business Manager's office on the day of layoff will entitle the Employee to an additional one (1) hour's pay in addition to the one (1) hour notice.

### 708 LOANING

The Contractor shall not loan workmen in his employ to any other Contractor without the consent of the Business Manager.