



The ELECTRICAL CONTRACTORS' Association of Ottawa



ECA OTTAWA NEWSWIRE

February 19, 2019

The ECA Ottawa Newswire is the monthly source for electrical information and communications to our members on issues related specifically to our association, our industry, and our community.

SPECIAL EDITION

**Local Negotiations
Conclude with a New
Deal Signed**



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OF OTTAWA**

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SPECIAL EDITION

ECA OTTAWA & IBEW SIGN LOCAL AGREEMENT

The Electrical Contractors Association of Ottawa and the IBEW local 586 have reached a significant agreement with regards to local negotiations within the greater Ottawa area. Negotiation team's on both sides met on numerous occasions over a three-month period with the goal of finding common ground from which to reclaim market share in our city. Please find below the highlights of the negotiations which will come into effect May 1, 2019.

- **Sunset clause.** The agreement expires in 3 years. This will allow us to track the progress over the next 3 years and determine what we need to do next to claw back our lost market share.
- **Increase Foreman rate to 15% and General Foreman rate to 25%.** Sub Foreman remains as it is. A small raise for those who represent our interests on the job site.
- **Parking allowance increases by \$1 each year for 3 years.** A reasonable rate of increase based on the current parking rates in the City of Ottawa.
- **Employees are entitled to 2 days bereavement leave with pay.** The Board discussed establishing a 'Bereavement Fund' that everyone pays into, similar to Central Ontario (Local 804) program. Proof can be requested if you so choose.
- **Journeyman to apprentice ratios are set at:**
 - * 1-5 journeymen, the ratio is 1:1
 - * 6-20 journeymen, the ratio is 2:1
 - * 20+ journeymen, the ratio is 3:1Members still have the 1:1 ratio up to 10 employees. It was agreed that it will take a few years to get organized within the Ford's governments proposed ratio. It was agreed that larger projects will not work effectively with a 1:1 ratio therefore this matrix will provide the time to determine the right mix.
- **Smaller construction projects, with no more than 4 employees to a maximum 1300 hours, are allowed to work 40 hours for projects at straight time, 5 days at 8 hours.** A significant milestone that increased straight time to 40 hours. Also, you only have to notify the IBEW, you don't have to request their permission.
- **Shift premium in clause 808 moves to 25% (from 20%).** A small increase.
- **Breaks will increase to 15 minutes.** A 3rd break will be added prior to overtime work. It seems this is the time being used anyway so there is no real effect on your projects.
- **Rule 14 of the Local Stabilization Fund will be suspended.** Another significant milestone. The 50/50 hiring rule will be suspended for 3 years meaning you don't have to hire 1 to 1 from the hiring hall when using stabilization funding.

The Board would like to formally thank the committee members for their hard work in completing an agreement. Thanks to lead negotiator Roch Picknell, and the negotiation team of Ken Crawford, Mark Conrad, Jeff Tremblay and Daryl Sharkey.