

MEMORANDUM OF AGREEMENT

B E T W E E N:

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 586

(the "Union")

– and –

ELECTRICAL CONTRACTORS ASSOCIATION OF OTTAWA

("ECA Ottawa")

The parties agree to renew the Residential Agreement between the Union and ECA Ottawa for a three-year term expiring on March 31, 2028 with the following amendments:

1. Bereavement

The ECA Fund will remit \$0.02/hour to the Health and Welfare Fund to pay for a Bereavement Pay benefit. The Bereavement Pay benefit will be \$400.00 dollars per day and prorated for Apprentices. The accounting of the \$0.02/hr amount is to be reviewed biannually and adjusted for any overage or underage, as may be necessary.

The following new provision will be included in the Residential Agreement:

Bereavement Leave

1. For the purposes of this clause, immediate family is defined as father, mother, brother, sister, spouse, child of the employee, father-in-law, mother-in-law, grandparents and relative permanently residing in the employee's household or with whom the employee permanently resides.
2. Where a member of his/her immediate family dies, an employee shall be entitled to 2 days paid bereavement leave. The payment will be made by the Health & Welfare Fund.
3. ECA Ottawa will adjust contributions to the Health & Welfare Fund to ensure that the obligation to pay bereavement leave is fully funded by the contractors.

2. Wages

The Journeyperson wage package will increase by \$2.67/hour effective April 1, 2025, and by an addition \$2.67/hour effective April 1, 2026, and by an additional \$2.66/hour on April 1, 2027. The increase will be prorated for Apprentices.

3. Ratification

This Memorandum will come into effect only if ratified by the parties before March 21, 2025.

For the Union

Date:



For ECA Ottawa

Date: