



**International Brotherhood of Electrical Workers
Construction Council of Ontario
and the
International Brotherhood of Electrical Workers
Electrical Power Council of Ontario**

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LETTER TO THE MEMBERS OF THE AFFILIATED IBEW LOCAL UNIONS OF THE CONSTRUCTION COUNCIL OF ONTARIO

INTRODUCTION

December 18, 2009

The purpose of this communiqué is to ask for your continued support for the 'Joint Proposal', which is a mechanism that allows our Local Unions to renew the procedure of negotiating a collective agreement without a work stoppage, from 2010 through to 2013. The International Brotherhood of Electrical Workers Construction Council (IBEW CCO) and the Electrical Contractors Association of Ontario (ECAO) realize that they must continue to work together jointly to expand the unionized sector of the construction and service/maintenance industry. The 'Joint Proposal' includes the following committees that work for the mutual betterment of our industry: the Electrical Trade Joint Board (ETJB) functions as a joint policy board and a no cost grievance board; the Joint Electrical Promotion Plan (JEPP) promotes an image of team work and co-operation between the IBEW and the ECAO. Also, as a result of the 'Joint Proposal', the IBEW CCO has developed a strong and successful organizing program across the Province of Ontario.

Prior to the inception of the 'Joint Proposal' in 1992 the unionized electrical industry was involved in work stoppages almost every other year, for five rounds of bargaining, some stoppages lasted as long as two months. Both parties agreed that the effect on union market share was negative and still feel that it is in the best interest of the unionized electrical industry to conclude negotiations as early as possible, without a work stoppage. The parties also realize that they must continue to work together jointly, to expand the unionized sector of the construction and maintenance industry.

Why has the IBEW adopted this form of negotiating since 1992 and why bargain early? In the past other 'trades' have settled prior to us and set what was termed a 'pattern' or 'bench mark' for monetary increases. In order to try and break this pattern settlement, a strike was required. However, a strike was no guarantee that the pattern would be broken. Quite simply, by bargaining early this system allows us, the IBEW, to set the 'pattern' for wage increases without a strike. The core of the proposal continues to be the same: maintain a mechanism for settling a new agreement without a work stoppage and protection for Union Members from the effects of other wage settlements.

Voting on the proposal will be on a 'One Member-One Vote' basis and will commence December 18, 2009 and end February 3, 2010. Tabulation of the ballots will take place on February 4, 2010. Should a majority of the IBEW Members and a majority of area ECA's vote in favour of renewing the 'Joint Proposal', there shall be no strike by the IBEW and no lock-out by the ECAO contractors.

Negotiations will commence immediately following the vote on March 8, 2010 and will conclude on March 11, 2010. If a settlement is not reached by this date, the positions of the parties will be referred to final offer selection on April 1, 2010. The 'Selector' will render his decision by April 15, 2010 and that decision will be effective from May 1, 2010.

The Parties recommend the following provision be utilized for the Post Negotiations Wage Adjustment (PNWA)

- After the designated bargaining agents for the agreed upon comparison trades have settled their wage packages for the ICI sector of the construction industry, the Electrical Trade Joint Board will compare the electrical settlement, whether agreed to or selected by the selector, with the average settlement of the two highest comparison trades. Where the average settlement of the two highest comparison trades is higher than the electrical settlement then the electrical settlement will be adjusted up to the average settlement of the two highest comparison trades to a maximum of fifty (50¢) cents in accordance with the rules and procedures of the ETJB, which for the current round of bargaining include the following:
 - The comparison trades for the PNWA shall be the following eight (8) Ontario ICI construction trades, namely:
 - UA Plumber/Fitter
 - UA Refrigeration Workers
 - UA Sprinkler Workers
 - Sheet Metal Workers
 - Operating Engineers
 - Millwrights
 - Boilermakers
 - Ironworkers
 - the comparison will be limited to the monetary wage increase to the journeyman wage package;
 - in the event that any of the comparison monetary settlements contain regionally differentiated increases to the wage package, then the parties agree that a weighted average will be used to determine whether the settlement is one of the two (2) highest comparison settlements. In particular, the increase to the wage package applicable to the Toronto local union affected by the comparison settlement will be weighted as fifty (50%) per cent of the weighted average and the simple average of the increases applicable to the wage packages of all the other local unions affected by the comparison settlement will be weighted as the remaining fifty (50%) per cent in determining the weighted average for that comparison trade.
 - any PNWA wage adjustment, which for this round of bargaining is capped at fifty (50¢) cents, will be applied one half on May 1, 2011 and the other half on May 1, 2012, or as agreed by the ETJB;

If the parties fail to agree on an adjustment, the matter will be referred back to the Selector who will adjust the electrical settlement in accordance with the rules and procedures set out above.

On December 7, 2009 the IBEW Construction Council of Ontario voted to support the recommendation of the Business Managers to renew the 'Joint Proposal'. The Council is in turn recommending acceptance of the proposal to you, the Members.



John Grinshaw
President, IBEW CCO



John D. Pender
Executive Secretary Treasurer, IBEW CCO

VOTING INSTRUCTIONS ON THE JOINT PROPOSAL DATED DECEMBER 18, 2009 FOR THE 2010 ROUND OF COLLECTIVE BARGAINING

1. All voting shall be by mail ballot.
2. The voting on this matter will be province wide on a 'One Member-One Vote' basis, by the Membership of the affiliates of the IBEW Construction Council of Ontario
3. The Council shall mail or cause to be mailed to all eligible voters:
 - A LETTER TO THE MEMBERS;
 - THE JOINT PROPOSAL DATED DECEMBER 18, 2009;
 - TWO ENVELOPES;
 - TWO OFFICIAL BALLOTS: The ballots shall contain the words:

ACCEPT THE JOINT PROPOSAL (Green Ballot)

OR

REJECT THE JOINT PROPOSAL (Pink Ballot)

One envelope shall be smaller than the other and have the words OFFICIAL BALLOT printed on it. The larger envelope shall be self-addressed with the members name, return address, and local union number. The envelope will be pre-stamped and pre-addressed to one central depository. The Council shall select the depository to which the envelope containing the ballot shall be mailed. This depository shall not be the Council's address or the address of any Local Union affiliated to the Council.

4. Upon receiving his/her ballots, the Member shall place the ballot reflecting their choice in the smaller envelope marked OFFICIAL BALLOT. This envelope shall be placed in the larger pre-stamped and pre-addressed envelope and mailed.
5. ANY ENVELOPE RECEIVED BY THE DEPOSITORY THAT DOES NOT HAVE THE MEMBERS NAME, ADDRESS AND LOCAL UNION NUMBER SHALL BE DECLARED INELIGIBLE AND NOT BE OPENED.
6. All envelopes must be received by the depository on or before February 3, 2010.
7. Any envelope received by the depository later than February 3, 2010 shall be declared ineligible and not be opened.
8. Ballots will be counted on February 4, 2010.

THE IBEW CONSTRUCTION COUNCIL OF ONTARIO RECOMMENDS ACCEPTANCE OF THE FOLLOWING PROCEDURE FOR THE 2010 ROUND OF COLLECTIVE BARGAINING

THE JOINT PROPOSAL

1. The Electrical Trade Joint Board (ETJB) is set in place in the Principal Agreement in Section 13 and continues as an ongoing policy and grievance settlement mechanism. The ETJB provides policy decisions and guidelines for administration of the Principal Agreement. (It will not, however, alter the language of the Collective Agreement). Also established through the 'Joint Proposal' is the Joint Electrical Promotion Plan (JEPP), which is responsible for projecting a positive image of co-operation between the IBEW and ECAO. The 'Joint Proposal' also includes the IBEW CCO Provincial Organizing Program.
2. There will be early negotiations by both the ETBA and CCO Committees authorized to settle. The parties will agree to settle the Collective Agreement by March 11, 2010. If the parties fail to settle the Collective Agreement, all outstanding monetary issues will be referred to final offer selection on April 1, 2010. The Selector will be appointed beforehand by the mutual agreement of the parties. The Selector will render his Decision on April 15, 2010 and that decision will be effective May 1, 2010.
3. The parties empower the ETJB to develop rules and a schedule for dealing with the negotiations of local appendices. These rules will govern the resolution of local appendices in the 2010 round of bargaining. Local negotiations will commence February 8, 2010 and will be completed by February 26, 2010.
4. The above procedure is agreed to for the 2010-2013 round of bargaining only. It is agreed that for this round there will be no strike or lockout. Voting on this matter will be province wide on a 'One Member-One Vote' basis, by the Membership of the affiliates of the IBEW CCO.

IMPORTANT

1

PLEASE READ THE VOTING INSTRUCTIONS CAREFULLY

2

SELECT THE BALLOT WHICH REFLECTS YOUR POSITION

3

INSERT THIS BALLOT ONLY INTO THE ENVELOPE MARKED OFFICIAL BALLOT. INSERT THE BALLOT ENVELOPE INTO THE REPLY ENVELOPE AND SEAL THE ENVELOPE.

4

YOUR NAME, ADDRESS, AND LOCAL UNION NUMBER ARE ON THE FACE OF THE PRE-PAID RETURN ENVELOPE.

5

RETURN THIS REPLY ENVELOPE BY MAIL, AS PER DATES SPECIFIED IN THE VOTING INSTRUCTIONS.

6

IF YOU DO NOT RECEIVE A COMPLETE VOTING PACKAGE, PLEASE RETURN THE INCOMPLETE VOTING PACKAGE TO YOUR LOCAL UNION BUSINESS MANAGER AND ANOTHER BALLOT WILL BE FORWARDED TO YOU WITHIN 24 HOURS.