



IBEW
CANADA

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FRATERNITÉ INTERNATIONALE DES OUVRIERS EN ÉLECTRICITÉ

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FIOE
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March 31, 2025

TO ALL IBEW FIRST DISTRICT LOCAL UNIONS

FEDERAL ELECTION 2025: STATEMENT FROM IBEW CANADA

Greetings:

The International Brotherhood of Electrical Workers (IBEW) Canada represents nearly 70,000 skilled tradespeople across the electrical industry and various related sectors who are vital to building and maintaining Canada's infrastructure and powering its economy. As the number one electrical industry stakeholder in Canada, during this federal election cycle we continue to ask all party candidates to ensure fairness for workers, promote economic prosperity, and build a sustainable future for all Canadians. IBEW Canada urges the future federal government to prioritize the following key legislative actions:

1. **Enact and Enforce Comprehensive Prevailing Wage Legislation:** We call for the implementation of robust prevailing wage laws for all federal government projects and federally funded infrastructure initiatives. Prevailing wage ensures that contractors compete based on skill, safety, and efficiency, not by driving down wages and benefits. This policy guarantees fair compensation for skilled tradespeople, supports local economies, promotes excellent workmanship, and helps develop a stable, qualified workforce essential for critical infrastructure projects and their future maintenance.
2. **Support Apprenticeships:** To build a more inclusive and representative skilled trades workforce, IBEW Canada advocates for targeted investments and support programs designed to significantly increase the recruitment, retention, and successful completion rates for young workers, Indigenous peoples, and women in apprenticeships within the electrical trades. This includes dedicated funding, mentorship programs, and addressing systemic barriers to ensure equitable access and opportunity, which is crucial for meeting future labour demands and strengthening communities.
3. **Uphold the Rand Formula:** We strongly urge all parties to affirm support for the Rand Formula as a fundamental principle of fair and stable labour relations in Canada. Union security clauses ensure that all employees who benefit from a collective agreement contribute fairly to the costs of representation and bargaining. Maintaining the Rand Formula reduces workplace division, supports effective collective bargaining, and contributes to labour peace and predictability in the workplace. Any attempts to weaken these provisions must be resisted.

4. **Invest in Canada's Energy Infrastructure:** IBEW Canada calls for significant, sustained federal investment in the development, modernization, and maintenance of Canada's critical energy infrastructure. This includes expanding and upgrading all electrical generation sources, transmission grids, and distribution networks across the country. Such investments are essential not only for creating thousands of good-paying jobs for skilled electrical workers but also for ensuring grid reliability, enhancing energy security, and powering Canada's future economic growth.
5. **Implement Stronger Federal Mediation Timelines:** To ensure the timely and effective resolution of collective bargaining disputes under federal jurisdiction, we advocate for reforms to the *Canada Labour Code* that establish clearer, more efficient, and enforceable timelines for the mediation and conciliation process. Protracted bargaining and unnecessary delays undermine the collective bargaining process and create uncertainty for both workers and employers. Streamlining these procedures will promote fairer negotiations and help avoid costly labour disruptions. We also strongly advocate for the full protection and enforcement of the recent anti-scab legislation effective June 2025.

IBEW Canada believes these legislative priorities are essential for building a stronger, more equitable, and prosperous Canada. We stand ready to work collaboratively with the government and all stakeholders to advance these critical initiatives for the benefit of our members, the industry, and the country.

In solidarity,



Russ Shewchuk
International Vice President

RS/ln

cc: Kenneth W. Cooper, International President
Paul Noble, International Secretary-Treasurer
Ricky Oakland, Chief of Staff
Louis Spencer, Deputy Chief of Staff
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International Representatives
IBEW System Council #11
IBEW CCO