

2025 is a contract year.

All ICI unions and employers are in collective bargaining. We are working hard to ensure that the collective bargaining agreements make us

fair and competitive.



It is important that all union members vote on the tentative agreement, even if it is not convenient or you believe it will ratify without your vote.

Your vote matters.

ICI Unions and employers have a good relationship.
We share one common goal:

ensuring there is lots of work.

TOGETHER, WE ARE

**UNION
PROUD**

Non-union contractors are competing for union jobs. ICI unions and contractors must work together to make this stop.

WE MUST REMAIN COMPETITIVE.

ICI UNIONS AND CONTRACTORS SHARE THE SAME GOAL

TO KEEP THEIR MEMBERS WORKING.

We must be competitive, while providing a good wage package for those currently working and those we want to join the trades.

2025 collective bargaining is about finding that mix, staying competitive and keeping us all working.

**WORKING TOGETHER, ICI UNIONS
AND EMPLOYERS HAVE CREATED**

**SAFE
WORK
SPACES**



**WELL
PAYING
JOBS**



**EXCELLENT
TRAINING
— AND —
DEVELOPMENT
PROGRAMS**



**TO CONTINUE,
WE MUST REMAIN
COMPETITIVE.**