

SETTLEMENTS

August 1, 2019 to September 30, 2019

PRIVATE SECTOR

CONSTRUCTION

Parties: Construction Labour Relations Association (Millwrights)
AND
Millwrights, Machine Erectors & Maintenance Union local 2736

Contract expiry: Apr 30, 2019. The parties have ratified a 4-year agreement effective May 1, 2019 to Apr 30, 2023 that provides general wage increases as follows:

May 1, 2019 1.27%

Hourly Wage	Year 1	Year 2	Year 3
Journeyman (100%)	\$59.07	\$59.82	\$0

Note:

Wage increase based upon 100% Journeyman rate

EDUCATION

Parties: Boat Daycare
AND
British Columbia Government & Service Employees' Union

Contract expiry: Dec 31, 2018. The parties have ratified a 3-year agreement effective Jan 1, 2019 to Dec 31, 2021 that provides general wage increases as follows:

Jan 1, 2019 2.00%
Jan 1, 2020 2.00%
Jan 1, 2021 2.00%

Hourly Wage	Year 1	Year 2	Year 3
Senior Supervisor	\$27.40	\$27.95	\$28.50
ECE	\$22.89	\$23.35	\$23.82
Cook	\$16.76	\$17.09	\$17.43

Parties: Sprott Shaw Language (formerly KGIC Language College)
 AND
 Education and Training Employees' Association local 6

Contract expiry: Feb 28, 2018. The parties have ratified a 3-year agreement effective Mar 1, 2018 to Feb 28, 2021.

Note:

Starting Mar 1 2019, teachers will be paid an additional 17% preparation pay for each teaching hour.

FINANCE

Parties: G & F Financial
 AND
 MoveUp local 378

Contract expiry: Jun 30, 2019; 32,000 unionized employees. The parties have ratified a 4-year agreement effective Jul 1, 2019 to Jun 30, 2023 that provides general wage increases as follows:

Jul 1, 2019	1.75%
Jul 1, 2020	2.25%
Jul 1, 2021	2.50%
Jul 1, 2022	2.50%

Hourly Wage	Year 1	Year 2	Year 3
Member Services Partner (Start)	\$20.85	\$21.32	\$21.85
Credit Services Partner (Start)	\$23.52	\$24.05	\$24.65
Sr. Money Advisor	\$26.45	\$27.05	\$27.72

Note:

Ratification Vote July 30 2019. Signed Sept 28 2019

Parties: Northern Savings Credit Union
AND
British Columbia Government & Service Employees' Union

Contract expiry: Dec 31, 2018. The parties have ratified a 3-year agreement effective Jan 1, 2019 to Dec 31, 2021 that provides general wage increases as follows:

Jan 1, 2019	2.50%
Jan 1, 2020	2.25%
Jan 1, 2021	2.25%

Hourly Wage	Year 1	Year 2	Year 3
Group 1	\$19.04	\$19.47	\$19.91
Group 2	\$20.77	\$21.24	\$21.74
Group 3	\$22.66	\$23.17	\$23.69

FOOD & BEVERAGE

Parties: FreschCo (Previously Safeway-Sobeys stores)
AND
United Food & Commercial Workers local 1518

Contract expiry: Dec 31, 2018. The parties have ratified a 5-year agreement effective Jan 1, 2019 to Dec 31, 2023 that provides general wage increases as follows:

Jun 1, 2020	5.40%
Jun 1, 2021	4.10%

Hourly Wage	Year 1	Year 2	Year 3
Start	\$13.85	\$14.60	\$15.20

Note:

Wage increases based upon starting wages, however wage brackets change every 6 months

Parties: Fresh St Market (Surrey)
AND
United Food & Commercial Workers local 1518

Contract expiry: Sep 30, 2013. The parties have ratified a 4-year agreement effective through Sep 30, 2023.

Note:

Revised contract 2019

Parties: Rogers Foods
AND
United Food & Commercial Workers local 1518

Contract expiry: Jan 31, 2019. The parties have ratified a 5-year agreement effective Feb 1, 2019 to Jan 31, 2024.

Note:

12.75% wage increase over 5 years

HEALTH SERVICES

Parties: Canadian Diabetes Association
AND
British Columbia Government & Service Employees' Union

Contract expiry: Feb 17, 2018. The parties have ratified a 3-year agreement effective Feb 18, 2018 to Feb 17, 2021 that provides general wage increases as follows:

Dec 31, 1969 2.00%
Feb 18, 2019 2.25%
Feb 18, 2020 2.50%

Hourly Wage	Year 1	Year 2	Year 3
Program Development Coordinator	\$30.55	\$31.24	\$32.02
Program Development Assistant	\$25.52	\$26.09	\$26.74
Admin Assistant	\$21.83	\$22.32	\$22.88

Note:

\$1000 signing bonus upon ratification, in lieu of retroactive wage increase

Parties: Salvation Army (Harbour Light Addiction Centre)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 31, 2019. The parties have ratified a 3-year agreement effective Apr 1, 2019 to Mar 31, 2021.

Parties: The Royale West Coast LP Peninsula Retirement
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 31, 2016. The parties have ratified a 4-year agreement effective Apr 1, 2016 to Mar 31, 2020 that provides general wage increases as follows:

Apr 1, 2017	2.50%
Apr 1, 2018	1.50%
Apr 1, 2019	1.50%

Hourly Wage	Year 1	Year 2	Year 3
Dishwasher	\$14.15	\$14.50	\$14.72
Care Aide	\$18.32	\$18.78	\$19.06

Parties: Well-Being Services (Comox Valley Seniors Village)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Apr 30, 2018. The parties have ratified a 4-year agreement effective May 1, 2018 to Apr 30, 2022 that provides general wage increases as follows:

May 1, 2018	2.00%
May 1, 2019	2.00%
May 1, 2020	2.00%
May 1, 2021	2.00%

Hourly Wage	Year 1	Year 2	Year 3
RN	\$37.35	\$38.10	\$38.86
LPN	\$27.59	\$28.14	\$28.71
Cook	\$15.56	\$15.87	\$16.18

TRADES & SERVICES

Parties: Aspen Gas
AND
United Food & Commercial Workers local 1518

The parties ratified an agreement in June. Employees with 4160-6239 hours will earn 10 cents above the minimum wage during each year of the agreement. Employees with more than 6240 hours will earn 40 cents above minimum wage in 2019, 30 cents in 2020 and 45 cents in 2021.

Parties: Dawson Highway Maintenance LTD
AND
British Columbia Government & Service Employees' Union

Contract expiry: May 31, 2019. The parties have ratified an 8-year agreement effective Jun 1, 2019 to May 31, 2027.

Note:
Wage increases listed as COLA

Parties: Freshwater Fisheries Society
AND
British Columbia Government & Service Employees' Union

Contract expiry: Feb 17, 2018. The parties have ratified a 4-year agreement effective Jan 1, 2018 to Dec 31, 2021 that provides general wage increases as follows:

Jan 7, 2018	1.50%
Jan 6, 2019	1.50%
Jan 5, 2020	2.00%
Jan 3, 2021	2.50%

Hourly Wage	Year 1	Year 2	Year 3
Grid 1 Step 1	\$18.07	\$18.34	\$21.37
Grid 33 Step 1	\$45.21	\$45.89	\$46.81

Parties: G4S Secure Solutions
AND
International Association of Machinists and Aerospace Workers local 16

Contract expiry: Mar 31, 2018; 1,460 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2018 to Mar 31, 2021.

Parties: Gateway Casinos and Entertainment Inc (Lake City Casinos)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Sep 4, 2017. The parties have ratified a 4-year agreement effective Sep 5, 2017 to Sep 4, 2021:

Hourly Wage	Year 1	Year 2	Year 3
Dealer Step 1	\$14.41	\$14.70	\$15.27
Security Step 1	\$16.90	\$17.24	\$17.58

Note:

All employees will receive within 30 days of ratification 2.5% of gross income earned from Sept 5 2017 - May 31, 2018, inclusive.

Wage increases vary by job description

Parties: Immigrant and Multicultural Services Society Prince George (IMMSSPG)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 13, 2019. The parties have ratified a 1-year agreement effective Mar 14, 2019 to Mar 31, 2020 that provides general wage increases as follows:

Dec 31, 1969 2.00%

Note:

Wage increases determined by hours worked

Parties: Motion Picture Studio Production Technicians of the International Alliance of Theatrical Stage Employees and Motion Picture Technicians, Artists and Allied Crafts of the United States and Canada
AND
United Steelworkers local 2009

Contract expiry: Mar 31, 2019. The parties have ratified a 3-year agreement effective Apr 1, 2019 to Mar 31, 2022 that provides general wage increases as follows:

Apr 1, 2019 4.00%
Apr 1, 2020 3.00%

Hourly Wage	Year 1	Year 2	Year 3
Union Rep II	\$41.24	\$42.48	\$0
Union Rep I	\$33.80	\$34.81	\$0

Parties: New Democratic Party of BC
AND
MoveUp local 378

Contract expiry: Jun 30, 2019. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019 2.00%
Jul 1, 2020 2.00%
Jul 1, 2021 2.00%

Note:

Signing bonus of \$250.

Tentative Agreement Aug 16 2019

Parties: Precision Orthotics Lab
AND
British Columbia Government & Service Employees' Union

Contract expiry: The parties have ratified a 2-year agreement effective until May 31, 2021 that provides general wage increases as follows:

Aug 1, 2018 2.00%
Aug 1, 2019 2.00%

Parties: Rosewood Hotel Georgia
 AND
 Unite Here local 40

Note:

Hotel Georgia workers voted 84% yes for a strike mandate on August 7. In response, the Hotel Georgia issued a lockout notice effective Thursday, August 22.

Parties: Servomation/Centerplate Inc.
 AND
 British Columbia Government & Service Employees' Union

The parties have ratified a three year agreement effective until Jan 31, 2021 that provides general wage increases as follows:

February 1, 2018	1.50%
February 1, 2019	3.00%
February 1, 2020	4.00%

Parties: Shareholder Association for Research and Education
 AND
 United Steelworkers local 2009

Contract expiry: Apr 30, 2019. The parties have ratified a 3-year agreement effective May 1, 2019 to May 1, 2022 that provides general wage increases as follows:

May 1, 2019	2.00%
May 1, 2020	2.00%
May 1, 2021	2.50%

Annual Salary	Year 1	Year 2	Year 3
Office Admin	\$52,262	\$53,308	\$54,640
Program Coordinator	\$48,412	\$49,381	\$50,615
Senior Program Officer	\$68,195	\$69,558	\$71,297

Parties: Victoria Native Friendship Centre
AND
British Columbia Government & Service Employees' Union

Contract expiry: Sep 30, 2018. The parties have ratified an agreement effective Oct 1, 2018 to Jun 30, 2020 that provides general wage increases as follows:

Oct 1, 2018	1.00%
Apr 1, 2019	1.25%
Apr 1, 2020	1.00%

Hourly Wage	Year 1	Year 2	Year 3
Health Outreach	\$21.67	\$21.95	\$22.16
Social Worker	\$24.12	\$24.42	\$24.66
Youth Team Leader	\$26.54	\$26.87	\$27.14

Parties: Yellowhead Road & Bridge
AND
British Columbia Government & Service Employees' Union

Contract expiry: Jun 30, 2019. The parties have ratified an 8-year agreement effective Jul 1, 2019 to Jun 30, 2027.

Note:

Wage increases listed as COLA

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Canadian Freightways
AND
MoveUp local 378

Contract expiry: Dec 31, 2018. The parties have ratified a 5-year agreement effective Jan 1, 2019 to Dec 31, 2023 that provides general wage increases as follows:

Jan 1, 2019	1.50%
Jan 1, 2020	1.50%
Jan 1, 2021	1.75%
Jan 1, 2022	2.00%
Jan 1, 2023	2.00%

Parties: International Association of Machinists and Aerospace Workers (IAMAW),
Northwest District 250
AND
MoveUp local 378

Contract expiry: Dec 31, 2019. The parties have ratified a 3-year agreement effective Jan 1, 2020 to Dec 31, 2022 that provides general wage increases as follows:

Jan 1, 2020	0.50%
Jan 1, 2021	2.00%
Jan 1, 2022	2.00%

Note:

Updated by way of Memorandum of Agreement

Parties: Lomak Bulk Carriers Corp (Northern Region)
AND
Christian Labour Association of Canada

Contract expiry: Dec 31, 2019; 156 unionized employees. The parties have ratified a 5-year agreement effective Jan 1, 2020 to Dec 31, 2024.

Note:

10% wage increases over term of agreement

Parties: Western Pacific Marine (Kootenay Ferry Division)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 31, 2019. Tentative agreement reached. Details pending.

Note:

Aug 28 2019: 72-hour strike notice given

PUBLIC SECTOR

EDUCATION

Parties: Boundary School District 51
 AND
 Canadian Union of Public Employees local 2098

Contract expiry: Jun 30, 2019; 121 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Parties: Coast Mountain School District 82
 AND
 Canadian Union of Public Employees local 2052

Contract expiry: Jun 30, 2019. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Parties: Comox School District 71
 AND
 Canadian Union of Public Employees local 439

Contract expiry: Jun 30, 2019; 600 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Note:

Tentative Agreement June 6 2019

Parties: Coquitlam School District 43
AND
Canadian Union of Public Employees local 561

Contract expiry: Jun 30, 2019. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Parties: Cowichan Valley School District 79
AND
Canadian Union of Public Employees local 5101

Contract expiry: Jun 30, 2019; 406 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Parties: Cowichan Valley School District 79 (Grounds/Custodial/etc)
AND
United Steelworkers local 1-1937

Contract expiry: Jun 30, 2019; 118 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Parties: Gulf Islands School District 64
AND
Canadian Union of Public Employees local 788

Contract expiry: Jun 30, 2019; 160 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Parties: Haida Gwaii School District 50
AND
Canadian Union of Public Employees local 2020

Contract expiry: Jun 30, 2019. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Note:
Tentative Agreement June 2019

Parties: Maple Ridge / Pitt Meadows School District 42
AND
Canadian Union of Public Employees local 703

Contract expiry: Jun 30, 2019; 501 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Parties: Nanaimo-Ladysmith School District 68
AND
Canadian Union of Public Employees local 606

Contract expiry: Jun 30, 2019; 700 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Note:

Tentative Agreement July 14 2019

Parties: Nechako Lakes School District 91
AND
Canadian Union of Public Employees local 4177

Contract expiry: Jun 30, 2019; 489 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Parties: Nicola-Similkameen School District 58
AND
Canadian Union of Public Employees local 847

Contract expiry: Jun 30, 2019; 140 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Parties: Peace River South School District 59
AND
Canadian Union of Public Employees local 4992

Contract expiry: Jun 30, 2019; 49 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Parties: Prince George School District 57
AND
Canadian Union of Public Employees local 3742

Contract expiry: Jun 30, 2019. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Note:

Tentative Agreement June 2019

Parties: Prince George School District 57
AND
Canadian Union of Public Employees local 4991

Contract expiry: Jun 30, 2019; 69 unionized employees. The parties have ratified 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Parties: Quesnel School District 28
AND
Canadian Union of Public Employees local 4990

Contract expiry: Jun 30, 2019. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022.

Parties: Richmond School District 38
AND
Canadian Union of Public Employees local 716

Contract expiry: Jun 30, 2019; 1,200 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Parties: Sea to Sky School District 48
AND
Canadian Union of Public Employees local 779

Contract expiry: Jun 30, 2019; 222 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Parties: Sunshine Coast School District 46
AND
Canadian Union of Public Employees local 801

Contract expiry: Jun 30, 2019; 225 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

Parties: Vancouver Island North School District 85
AND
Canadian Union of Public Employees local 2045

Contract expiry: Jun 30, 2019; 139 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2019 to Jun 30, 2022 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%

FEDERAL GOVERNMENT

Parties: Treasury Board of Canada (Audit, Financial and Scientific - CRA)
AND
Professional Institute of the Public Service of Canada

Contract expiry: Dec 21, 2018. The parties have ratified a 4-year agreement effective Dec 22, 2018 to Dec 21, 2022 that provides general wage increases as follows:

Dec 22, 2018	2.00%
Dec 22, 2019	2.00%
Dec 22, 2020	1.50%
Dec 22, 2021	1.50%

Parties: Treasury Board of Canada (Ship repair West Coast-SRW)
AND
Federal Government Dockyard Trades and Labour Council (Esquimalt)
(West) (FGDTLC(W))

Contract expiry: Jan 31, 2019. The parties have ratified a 4-year agreement effective Feb 1, 2019 to Jan 31, 2023.

Note:

TA reached July 12, 2019

MUNICIPAL GOVERNMENT

Parties: Thompson Nicola Regional District
AND
Canadian Union of Public Employees local 900

Contract expiry: Dec 31, 2018; 850 unionized employees. The parties have ratified a 5-year agreement effective Jan 1, 2019 to Dec 31, 2023.

Note:

Wage increase of 10.75% over 5 year term
