

SETTLEMENTS

February 1, 2020 to March 31, 2020

PRIVATE SECTOR

CONSTRUCTION

Parties: Construction Labour Relations Association (Cement Masons)
AND
Operative Plasterers and Cement Masons Intentional Association local 919

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

Hourly Wage	Year 1	Year 2	Year 3
Industrial Inside LM (Total)	\$52.79	\$0	\$0
Industrial Outside LM	\$51.67	\$0	\$0
Commercial Inside LM	\$43.47	\$0	\$0

Note:

Signed Feb 27 2020

Industrial employees receive wage increase of \$0.30 each year of the CA
C/I employees receive \$1.80 in 2019 and \$0.30 in 2020, 2021 and 2022

Parties: Construction Labour Relations Association (Craft Plasterer)
AND
Operative Plasterers and Cement Masons International Association (OPCMIA) local 919

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

Hourly Wage	Year 1	Year 2	Year 3
Journeyman Inside LM (Total)	\$43.30	\$0	\$0
Journeyman Outside LM (Total)	\$42.22	\$0	\$0

Note:

Signed Feb 27 2020

Parties: Construction Labour Relations Association (Inside Electrical Workers)
AND
International Brotherhood of Electrical Workers (IBEW) local 213, 230, 993, 1003

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

Hourly Wage	Year 1	Year 2	Year 3
Journey Electrician 213 Enabled Industrial	\$58.02	\$0	\$0
Journey Electrician 230 Enabled Industrial	\$57.72	\$58.56	\$0
Journey Electrician 993 Enabled Industrial	\$57.74	\$58.58	\$0

Note:

Signed March 2020

Increases: May 1, 2021 - \$0.75; May 1, 2022 - \$0.75

Parties: Construction Labour Relations Association (Steel Erection)
AND
International Union of Operating Engineers local 115

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

May 1, 2020	1.40%
May 1, 2021	1.20%
May 1, 2022	1.30%

Hourly Wage	Year 1	Year 2	Year 3
Group 1 (under 20 ton)	\$43.87	\$44.49	\$45.04
Group 2 (under 20 ton)	\$42.81	\$43.43	\$43.98

Note:

Wage increases based upon Group 1 Under 20 Ton

EDUCATION

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

Contract expiry: May 31, 2017. The parties have ratified 3-year agreement effective Jun 1, 2017 to May 31, 2020 that provides general wage increases as follows:

Sep 27, 2018	3.00%
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Hourly Wage	Year 1	Year 2	Year 3
Program Supervisor	\$17.81	\$0	\$0
ECE	\$16.43	\$0	\$0
Casual	\$13.85	\$0	\$0

Note:
Signed Feb 2020

Parties: Okanagan College (support)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Jun 30, 2019; 805 unionized employees. The parties have ratified an agreement effective Jul 1, 2019.

Note:
Tentative Agreement reached Feb 3

Parties: Thompson Rivers University
AND
TRU Open Learning Faculty Association

Contract expiry: N/A; 258 unionized employees. The parties have ratified an agreement.

Note:
Tentative agreement reached Mar 5 2020

FORESTRY

Parties: Andritz Ltd.
AND
United Steelworkers local 2009

Contract expiry: Sep 30, 2019. The parties have ratified 5-year agreement effective Oct 1, 2019 to Sep 30, 2024 that provides general wage increases as follows:

Oct 1, 2019	2.75%
Oct 1, 2020	2.50%
Oct 1, 2021	2.50%
Oct 1, 2022	2.75%
Oct 1, 2023	2.75%

COLLECTIVE BARGAINING BULLETIN

Hourly Wage	Year 1	Year 2	Year 3
Inspector Journeyman Machinist	\$39.30	\$40.28	\$41.29
Welder	\$38.70	\$39.67	\$40.66
Material Handler	\$23.43	\$24.02	\$24.62

Parties: Tolko Industries Ltd. (Lakeview)
AND
United Steelworkers local 1-2017

Contract expiry: Jun 30, 2018. The parties have ratified 5-year agreement effective Jul 1, 2018 to Jun 30, 2023 that provides general wage increases as follows:

Jul 1, 2018	2.00%
Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%
Jul 1, 2021	2.50%

Note:

Tentative Agreement with CONIFER rejected. Negotiations set for April 10 2019
Signed CA Dec 18 2019

Parties: Tolko Industries Ltd. (Soda Creek)
AND
United Steelworkers local 1-2017

Contract expiry: Jun 30, 2018. The parties have ratified 5-year agreement effective Jul 1, 2018 to Jun 30, 2023 that provides general wage increases as follows:

Jul 1, 2018	2.00%
Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%
Jul 1, 2022	2.50%

Hourly Wage	Year 1	Year 2	Year 3
Auto Mechanic certified	\$42.08	\$42.92	\$43.78
Carpenter Certified	\$42.37	\$43.22	\$44.08
Painter Certified	\$41.79	\$42.63	\$43.48

Note:

Signed Dec 18, 2019

Parties: Western Forest Products
AND
United Steelworkers local 1-1937

Contract expiry: Jun 14, 2019; 3,000 unionized employees. The parties have ratified 5-year agreement effective Jun 15, 2019 to Jun 14, 2024 that provides general wage increases as follows:

Jun 15, 2019	3.00%
Jun 15, 2020	2.00%
Jun 15, 2021	2.00%
Jun 15, 2022	3.00%
Jun 15, 2023	2.50%

Note:

Mediation requested by employer. Strike notice given June 28. Strike July 1
Special Mediator appointed Feb 7 2020
Tentative Agreement reached Feb 9 2020

HEALTH SERVICES

Parties: Broadmead Care Society
AND
British Columbia Government & Service Employees' Union local Comp 4

Contract expiry: Mar 31, 2019; 500 unionized employees. The parties have ratified an agreement effective Apr 1, 2019.

Note:

Mediation date set for Jan 2 2020
Tentative Agreement reached Feb 26 2020

Parties: Sodexo Canada Ltd. (Fraser Health Authority)
AND
United Steelworkers local 2009

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

Hourly Wage	Year 1	Year 2	Year 3
Housekeeper	\$17.10	\$17.45	\$17.80
Lead Hand	\$18.30	\$18.65	\$19

Note:

Wage increases vary

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

Contract expiry: May 31, 2017. The parties have ratified 5-year agreement effective Jun 1, 2017 to May 31, 2022 that provides general wage increases as follows:

Mar 1, 2019	0.50%
Jun 1, 2019	2.00%
Jun 1, 2020	2.00%
Jun 1, 2021	2.00%

Hourly Wage	Year 1	Year 2	Year 3
RN (First Year)	\$34.79	\$34.96	\$35.66
LPN (Start)	\$22.43	\$22.54	\$22.99
Housekeeping Aide (Start)	\$13.85	\$13.92	\$14.48

Note:
Dec 11, 2018: Wage parity with Well Being Services Peace Portal Lodge Ltd

Parties: YWCA Metro Vancouver
AND
British Columbia Government & Service Employees' Union

Contract expiry: Sep 30, 2019. The parties have ratified 4-year agreement effective Oct 1, 2019 to Sep 30, 2023.

Note:
Tentative Agreement reached Feb 14 2020
There will be a wage increase retroactive to October 1, 2019 of 1.25 - 2 % for regular employees, depending on classification, and 15 - 19 % for the auxiliaries depending on qualifications. Each of the following years will have a wage increase of 1 - 2 % for regular employees, depending on classification, and 0 - 1.5 % for auxiliaries. Each year will also see step increases for those who are not yet at the top step.

PUBLIC SERVICES

Parties: First United Church
AND
United Food & Commercial Workers local 1518

Contract expiry: Jul 31, 2019; 70 unionized employees. The parties have ratified 3-year agreement effective Aug 1, 2019 to Jul 31, 2022.

TRADES & SERVICES

Parties: Air Canada (clerical employees)
AND
Unifor local 2002

Contract expiry: Feb 29, 2020. The parties have ratified 5-year agreement effective Mar 1, 2020 to Feb 28, 2026.

Note:

Tentative agreement reached Jan 15 2020

Parties: Construction Labour Relations Association (Culinary)
AND
Unite Here local 40

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

May 1, 2020	1.40%
May 1, 2021	1.40%
May 1, 2022	1.40%

Hourly Wage	Year 1	Year 2	Year 3
Chef	\$51.09	\$51.82	\$52.55
Baker	\$46.03	\$46.68	\$47.33
Janitor	\$36.80	\$37.30	\$37.79

Note:

Signed March 4 2020

Parties: Elements Casino
AND
British Columbia Government & Service Employees' Union

Contract expiry: N/A; 100 unionized employees. The parties have ratified 4-year agreement.

Note:

Tentative agreement reached Feb 28 2020

Parties: Little Mountain Neighbourhood House
AND
Canadian Union of Public Employees local 1936

Contract expiry: N/A; 33 unionized employees. The parties have ratified 4-year agreement.

Parties: The Concorde
AND
United Food & Commercial Workers local 1518

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

Jan 1, 2020	1.00%
Jul 1, 2020	1.00%
Jan 1, 2021	1.00%
Jul 1, 2021	1.00%
Jan 1, 2022	1.00%
Jul 1, 2022	1.00%

Hourly Wage	Year 1	Year 2	Year 3
Resident Care Attendant (Start)	\$20.82	\$21.23	\$21.66
Resident Care Attendant (1820 Hours)	\$21.47	\$21.90	\$22.34

Note:
Signed January 29, 2020

Parties: United Food & Commercial Workers
AND
United Steel Workers (Union Representatives' unit) local 2009

Contract expiry: Mar 31, 2018. The parties have ratified 2-year agreement effective Apr 1, 2018 to Mar 31, 2020.

Note:
First Sunday in April, 2019 + \$.35
\$850.00 signing bonus, payable Dec 1 2019

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Canadian National Railway
AND
Teamsters Canada Rail Conference - Conductors, Trainpersons and Yardpersons
(TCRC-CTY)

Contract expiry: Jul 22, 2019. The parties have ratified 3-year agreement effective Jul 23, 2019 to Jul 24, 2022.

Note:

Tentative Agreement reached Nov 26, 2019

Parties: Coast Mountain Bus Co. Ltd.
AND
MoveUp local 378

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

Apr 1, 2019	3.00%
Apr 1, 2020	3.00%
Apr 1, 2021	3.00%

Note:

Tentative Agreement reached Feb 26 2020

Parties: Coast Mountain Bus Co. Ltd.
AND
Canadian Union of Public Employees local 4500

Contract expiry: Dec 31, 2018; 190 unionized employees. The parties have ratified 4-year agreement effective Jan 1, 2019 to Dec 31, 2022.

Note:

Tentative Agreement reached Jan 28 2020
11.5 per-cent wage increase over the life of the contract

Parties: E-Comm, Emergency Communications for Southwest British Columbia Inc.
AND
Canadian Union of Public Employees local 873-02

Contract expiry: Dec 31, 2018; 533 unionized employees. The parties have ratified 4-year agreement effective Jan 1, 2019 to Dec 31, 2022 that provides general wage increases as follows:

Jan 1, 2019	2.00%
Jan 1, 2020	2.50%
Jan 1, 2021	2.50%
Jan 1, 2022	3.00%

Note:

Mediation begins Sept 27 2019.

Mediation impasse declared on Nov 1 2019. Parties looking for essential service levels to be determined by Labour Board.

Nov 22 2019: E-Comm and CUPE agree to arbitration

Parties: Royal City Taxi
AND
United Steelworkers local 2009

Contract expiry: Mar 31, 2019. The parties have ratified 2-year agreement effective Apr 1, 2019 to Mar 31, 2021 that provides general wage increases as follows:

Apr 1, 2019	2.00%
Apr 1, 2020	2.00%

Hourly Wage	Year 1	Year 2
Customer Service Agent	\$15.78	\$16.10
Dispatcher	\$21.58	\$22.01
Systems Operator	\$22.98	\$23.44

PUBLIC SECTOR

CROWN CORPORATIONS

Parties: BC Transit Services
AND
Unifor local 333

Contract expiry: Mar 31, 2019; 663 unionized employees. The parties have ratified 3-year agreement effective Apr 1, 2019 to Mar 31, 2022 that provides general wage increases as follows:

Apr 1, 2019	2.00%
Apr 1, 2020	2.00%
Apr 1, 2021	2.00%

Note:

Tentative Agreement reached Jan 31 2020

Parties: Legal Services Society of BC
AND
Professional Employees Association

Contract expiry: Sep 30, 2019; 30 unionized employees. The parties have ratified an agreement effective Oct 1, 2019.

Note:

Strike vote passed Oct 15 2019.

Nov 21, 2019 Work to Rule

Tentative Agreement reached Jan 29 2020

EDUCATION

Parties: Northern Lights College (support)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Jun 30, 2019; 190 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: Thompson Rivers University
AND
Faculty Association

Contract expiry: Mar 31, 2019; 909 unionized employees. The parties have ratified an agreement effective Apr 1, 2019.

Note:
Tentative Agreement reached Jan 17 2020

Parties: University of British Columbia
AND
Faculty Association

Contract expiry: Jun 30, 2019; 4,167 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%

Note:
Tentative Agreement reached Jan 17 2020

Parties: University of Victoria (Comp 1 & 2)
AND
Canadian Union of Public Employees local 4163

Contract expiry: Aug 31, 2019; 1,700 unionized employees. The parties have ratified an agreement effective Sep 1, 2019.

Note:
Tentative Agreement reached Feb 12 2020

ENERGY

Parties: BC Oil & Gas Commission
AND
British Columbia Government & Service Employees' Union

Note:
Tentative Agreement reached Feb 20 2020

MUNICIPAL GOVERNMENT

Parties: Richmond, City of (Inside workers)
AND
Canadian Union of Public Employees local 718

Contract expiry: Dec 31, 2019; 1,350 unionized employees. The parties have ratified 4-year agreement effective Jan 1, 2020 to Dec 31, 2023 that provides general wage increases as follows:

Jan 1, 2020	2.00%
Jan 1, 2021	2.25%
Jan 1, 2022	2.50%
Jan 1, 2023	2.50%

Note:

Tentative Agreement reached Feb 10 2020

Parties: Richmond, City of (Outside Workers)
AND
Canadian Union of Public Employees local 394

Contract expiry: Dec 31, 2019. The parties have ratified 4-year agreement effective Jan 1, 2020 to Dec 31, 2023 that provides general wage increases as follows:

Jan 1, 2020	2.00%
Jan 1, 2021	2.25%
Jan 1, 2022	2.50%
Jan 1, 2023	2.50%

Note:

MOA signed Feb 10 2020

TRADES & SERVICES

Parties: Hospitality Industrial Relations (Best Western Plus Burnaby Hotel and Crest Hotel)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Jun 30, 2018. The parties have ratified 5-year agreement effective Jul 1, 2018 to Jun 30, 2023 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Crest Hotel Bartender	\$16.58	\$16.98	\$17.18
Crest Hotel Dishwasher	\$15.55	\$15.95	\$16.25
Best Western Mixologist	\$17.50	\$17.60	\$17.70

Note:

Tentative Agreement reached March 6 2020

Average total wage increase over the life of the agreement of nearly 18% at the Best Western Plus Burnaby Hotel and 14% at the Crest Hotel.

Wage increases vary by job description

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: BC Hydro
AND
International Brotherhood of Electrical Workers (IBEW) local 258

Contract expiry: Mar 31, 2019; 2,000 unionized employees. The parties have ratified 3-year agreement effective Apr 1, 2019 to Mar 31, 2022 that provides general wage increases as follows:

Apr 1, 2019	2.00%
Apr 1, 2020	2.00%
Apr 1, 2021	2.00%

Note:

Tentative agreement rejected Jan 28 2020

MOA signed Feb 14 2020
