

SETTLEMENTS

February 1, 2021 to March 31, 2021

PRIVATE SECTOR

FINANCE

Parties: Coastal Community Credit Union
AND
MoveUp

Contract expiry: Jun 30, 2019. 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	1.25%
Jan 1, 2020	1.50%
Jul 1, 2020	2.25%
Jul 1, 2021	2.50%
Jul 1, 2022	2.75%

Note:

MOA Tentative Agreement signed Feb 7 2021.

Bargaining dates set in Feb 2020. Bargaining suspended during Covid-19 pandemic.

FOOD & BEVERAGE

Parties: Potanicals Green Growers
AND
United Food & Commercial Workers local 1518

The parties have ratified an agreement.

FORESTRY

Parties: Hampton Affiliates, Babine Forest Products Ltd.
AND
United Steelworkers local 1-2017

Contract expiry: Jun 30, 2018. The parties have ratified a 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%

COLLECTIVE BARGAINING BULLETIN

Hourly Wage	Year 1	Year 2	Year 3
Sawmill Group 1	\$29.51	\$30.10	\$30.70
Group 15	\$33.01	\$33.67	\$34.34
Group 28	\$40.07	\$40.87	\$41.69

Note:

July 1, 2020: Additional lump sum payment of \$500.
Signed Dec 9, 2019.

Parties: Pacific Custom Log Sorting Ltd
AND
United Steelworkers local 2009

Contract expiry: Jun 14, 2014. The parties have ratified a 10-year agreement effective Jun 15, 2014 to Dec 31, 2024 that provides general wage increases as follows:

Jun 15, 2016	2.50%
Jun 15, 2017	1.25%
Jun 15, 2018	0.00%
Jan 1, 2019	2.00%
Jan 1, 2020	0.00%
Jan 1, 2021	2.50%
Jan 1, 2022	2.50%
Jan 1, 2023	2.00%
Jan 1, 2024	2.00%

Note:

Signed Feb 10 2021.

Parties: Western Forest Products
AND
Pulp, Paper and Woodworkers of Canada local 8

70 unionized employees. The parties have ratified an 8-year agreement effective until Oct 16, 2028 that provides general wage increases as follows:

Feb 8, 2021	3.00%
Feb 8, 2021	3.00%
Feb 8, 2021	2.00%
Feb 8, 2021	2.50%
Feb 8, 2021	2.00%
Feb 8, 2021	2.00%
Feb 8, 2021	2.00%
Feb 8, 2021	2.00%

HEALTH SERVICES

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

Contract expiry: Jul 19, 2019; 84 unionized employees. The parties have ratified a 3-year agreement effective Jul 20, 2019 to Oct 31, 2021.

Note:

Tentative agreement reached Mar 19 2021 following strike vote.

MANUFACTURING

Parties: Haida Forest Products
AND
United Steelworkers local 2009

Contract expiry: Jun 14, 2019. The parties have ratified a 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%

Hourly Wage	Year 1	Year 2	Year 3
Group 1	\$30.75	\$31.36	\$31.99
Group 9	\$33.58	\$34.25	\$34.94
Group 13	\$36.73	\$37.52	\$38.27

Parties: Robar Industries Ltd
AND
United Steelworkers local 2009

Contract expiry: Aug 31, 2020. The parties have ratified a 3-year agreement effective Sep 1, 2020 to Aug 31, 2023 that provides general wage increases as follows:

Sep 1, 2020	1.00%
Sep 1, 2021	1.50%

Sep 1, 2022	1.50%			
Hourly Wage		Year 1	Year 2	Year 3
Class 3		\$29.35	\$29.79	\$30.24
Class 6		\$26.24	\$26.63	\$27.03
Class 8		\$19.98	\$20.28	\$20.58

Note:
Signed March 11 2021.

Parties: Stella-Jones Inc
AND
United Steelworkers local 2009

Contract expiry: Jun 14, 2019. The parties have ratified a 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%			
Hourly Wage		Year 1	Year 2	Year 3
Group Level 1		\$30.36	\$30.97	\$31.59
Level 10		\$33.64	\$23.31	\$35
Level 23		\$41.75	\$42.59	\$43.44

Note:
Signed Feb 2 2021.

MINING

Parties: Gitxaala Horizon North Services LP (Industrial Janitors at LNG Canada)
AND
Unite Here local 40

350 unionized employees. The parties have ratified a 3-year agreement.

Note:
LNG Janitors unionized June 2020.
Strike vote passed Dec 21 2020.

TRADES & SERVICES

Parties: A Place to Grow Childcare Centre
AND
British Columbia Government & Service Employees' Union

Contract expiry: Mar 31, 2020. The parties have ratified a 3-year agreement effective Apr 1, 2020 to Mar 31, 2023.

Parties: Centennial Foods
AND
United Food & Commercial Workers local 247

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

Hourly Wage	Year 1	Year 2	Year 3
Maintenance	\$21.55	\$21.55	\$21.85
Truck Driver	\$21.25	\$21.25	\$21.55
Office	\$19.05	\$19.05	\$19.35

Note:

\$0.30 wage increase in 2022.

\$1000 Signing bonus for all active non-probationary employees following ratification.

\$500 lump sum payment in Sept 2021.

Parties: Construction Maintenance and Allied Workers Bargaining Council
AND
MoveUp local 378

Contract expiry: Dec 31, 2020. The parties have ratified a 3-year agreement effective Jan 1, 2021 to Dec 31, 2023 that provides general wage increases as follows:

Feb 1, 2021	2.00%
Jan 1, 2022	2.00%
Jan 1, 2023	1.75%

Note:

Tentative agreement signed Feb 1 2021.

Parties: Kitsilano Area Child Care Society
 AND
 British Columbia Government & Service Employees' Union local 303

The parties have ratified an agreement.

Note:
 Strike Vote passed March 15 2021.

Parties: Save-on Foods
 AND
 United Food & Commercial Workers local 1518

Contract expiry: Feb 6, 2021. The parties have ratified a 2-year agreement effective Feb 7, 2021 to Mar 31, 2023 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2
Step 1	\$15.60	\$16.20
Step 7	\$16.60	\$17.10
Step 14	\$20.75	\$21

Note:
 Tentative agreement reached January 18, 2021.
 Employees on the 2020 wage scale making under \$20.75/hr will receive a wage increase of at least \$1.25 - \$1.85/hr by June 1, 2021.
 Lump sum payments.

Parties: United Steelworkers 2009 Support Staff
 AND
 United Steelworkers local 1-417

Contract expiry: Jun 14, 2019. The parties have ratified a 3-year agreement effective Jun 15, 2019 to Jun 14, 2022 that provides general wage increases as follows:

Jun 15, 2019	3.00%		
Jun 15, 2020	2.00%		
Jun 15, 2021	2.00%		
Hourly Wage	Year 1	Year 2	Year 3
Admin Assistant	\$37.69	\$38.45	\$39.21
Bookkeeper	\$40.33	\$41.14	\$41.96

Note:
 Signed Dec 10 2020.

Parties: University Hill Kinderclub
AND
British Columbia Government & Service Employees' Union

Contract expiry: Dec 31, 2019. The parties have ratified a 4-year agreement effective Jan 1, 2020 to Dec 31, 2023.

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Canadian Pacific Railway (Railway Yard and Track Maintenance)
AND
International Brotherhood of Electrical Workers (IBEW)

Contract expiry: Dec 31, 2020. The parties have ratified a 5-year agreement effective Jan 1, 2021 to Dec 31, 2025 that provides general wage increases as follows:

Parties: Protrans BC Operations Ltd. (Canada Line)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Dec 31, 2019; 180 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2020 to Dec 21, 2023.

Note:
72-hour Strike notice given January 29, 2021.
Tentative agreement reached Feb 2 2021.

Parties: Source One Transport Ltd
AND
United Steelworkers local 2009

Contract expiry: Dec 31, 2019. The parties have ratified a 5-year agreement effective Jan 1, 2020 to Dec 31, 2025 that provides general wage increases as follows:

Note:
Signed Feb 19 2021.

Parties: Southern Railway
AND
Canadian Union of Public Employees local 7000

Contract expiry: Mar 31, 2021; 120 unionized employees. The parties have ratified a 6-year agreement effective Apr 1, 2021 to Mar 31, 2027 that provides general wage increases as follows:

Note:
Wage increases average at just over 2 per cent annually.

PUBLIC SECTOR

CROWN CORPORATIONS

Parties: Land Title and Survey Authority
AND
British Columbia Government & Service Employees' Union

Contract expiry: Oct 31, 2020. The parties have ratified a 4-year agreement effective Nov 1, 2020 to Oct 31, 2024 that provides general wage increases as follows:

Mar 29, 2020	2.00%
Oct 29, 2021	2.00%
Oct 28, 2022	2.25%
Oct 27, 2023	2.50%

Hourly Wage	Year 1	Year 2	Year 3
Customer Service	\$25.30	\$25.81	\$26.39
Admin Assistant	\$26.78	\$27.31	\$27.93
Examintr Trainee Level 1	\$28.36	\$28.92	\$29.57

Note:
\$550 lump sum payment upon ratification.

EDUCATION

Parties: Vancouver Island University
AND
British Columbia Government & Service Employees' Union local 702

340 unionized employees. The parties have ratified an agreement.

Note:
Tentative agreement reached Dec 17 2020.

HEALTH SERVICES

Parties: Langara College
AND
BC Nurses' Union

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

Hourly Wage	Year 1	Year 2	Year 3
Level 1	\$33.17	\$33.83	\$34.51
Level 4	\$36.99	\$37.72	\$38.48
Level 9	\$43.55	\$44.42	\$45.31

MUNICIPAL GOVERNMENT

Parties: Delta Police Board
AND
Delta Police Association

Contract expiry: Dec 31, 2019. The parties have ratified a 2-year agreement effective Jan 1, 2020 to Dec 31, 2021 that provides general wage increases as follows:

Jan 1, 2020	2.50%
Jan 1, 2021	2.50%

Monthly Salary	Year 1	Year 2
First Class Constable	\$8,775	\$8,994

Note:
MOA signed Feb 9 2021.

Parties: Salt Spring Island Fire Protection District
AND
Salt Spring Island Firefighters Association (IAFF) local 4467

Contract expiry: Dec 31, 2016. The parties have ratified a 6-year agreement effective Jan 1, 2017 to Dec 31, 2022 that provides general wage increases as follows:

Jan 1, 2017	2.50%
Jan 1, 2018	2.50%
Jan 1, 2019	2.50%

Note:

Signed Mar 2, 2021.

2020, 2021, and 2022 wage increases match "Comparable Municipalities".

PUBLIC SERVICES

Parties: Town of Sidney (Fire Fighters)
AND
International Association of Fire Fighters local 5282

Contract expiry: Aug 31, 2020. The parties have ratified a 4-year agreement effective Sep 1, 2020 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2022	3.50%
Jan 1, 2023	3.50%
Jan 1, 2024	3.50%

Annual Salary	Year 1	Year 2	Year 3
Fire Fighter 1st Class	\$98,880	\$102,341	\$105,923