

## SETTLEMENTS

April 1, 2021 to May 31, 2021

### PRIVATE SECTOR

#### EDUCATION

Parties: Vancouver Talmud Torah School  
AND  
British Columbia Government & Service Employees' Union

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:

Sep 1, 2019	2.00%
Sep 1, 2020	2.00%
Sep 1, 2021	2.00%

Note:

Effective September 1, 2022, "me too" agreement for general wage increase negotiated for teachers in the Vancouver School District.

Tentative Agreement reached April 8, 2021.

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#### FOOD & BEVERAGE

Parties: Cartems Donut Inc.  
AND  
United Food & Commercial Workers local 1518

Contract expiry: Jan 31, 2021. The parties have ratified a 2-year agreement effective Feb 1, 2021 to Jan 31, 2023 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2
Front of House 1	\$15	\$15.40
Dishwasher	\$14.60	\$15.20
Assistant Sous Chef	\$18	\$18

Note:

Signed April 8, 2021.

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## **FORESTRY**

Parties: Dick's Lumber (Burnaby)  
AND  
United Steelworkers local 2009

Contract expiry: Jun 14, 2020. The parties have ratified a 5-year agreement effective Jun 15, 2020 to Jun 14, 2025 that provides general wage increases as follows:

Jun 15, 2020	3.25%
Jun 15, 2021	3.25%
Jun 15, 2022	2.00%
Jun 15, 2023	2.00%
Jun 15, 2024	2.00%

Hourly Wage	Year 1	Year 2	Year 3
Wage Grid A	\$19.65	\$20.49	\$20.90
Wage Grid B	\$17.75	\$18	\$18.36

Note:

Wage increases based on Wage Grid A (Employees at June 17, 2017).  
Signed March 31, 2021.

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## **HEALTH SERVICES**

Parties: Well-being Services Ltd. (Guildford Seniors Village)  
AND  
British Columbia Government & Service Employees' Union

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

Note:

Tentative agreement reached March 6. Online ratification process due to Covid-19 pandemic in May 2020.

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## **MANUFACTURING**

Parties: Encore Metals  
AND  
United Steelworkers local 2009

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

Apr 1, 2020	2.50%
Apr 1, 2021	2.50%
Apr 1, 2022	2.50%

# COLLECTIVE BARGAINING BULLETIN

Hourly Wage	Year 1	Year 2	Year 3
Foreman	\$37.32	\$38.25	\$39.21
Shipper	\$33.89	\$34.74	\$35.61
Warehouseman	\$28.99	\$29.71	\$30.45

**Note:**

Wages based on Warehouse Staff.  
Signed April 20, 2021.

Parties: Lafarge Asphalt Technologies  
AND  
International Union of Operating Engineers local 115

Contract expiry: Feb 28, 2021. The parties have ratified a 3-year agreement effective Mar 1, 2021 to Feb 29, 2024 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Foreperson	\$36.89	\$37.38	\$37.88
Operator	\$29.39	\$29.88	\$30.38
Casual Worker	\$18.88	\$19.16	\$19.45

**Note:**

Percentage increases vary by job classification.  
Signed April 16, 2021.

Parties: Revolution Environmental Solutions LP (Terrapure) Prince George  
AND  
United Steelworkers local 2009

Contract expiry: Feb 28, 2021. The parties have ratified a 2-year agreement effective Mar 1, 2021 to Feb 28, 2023 that provides general wage increases as follows:

Mar 1, 2022	1.50%		
Hourly Wage	Year 1	Year 2	
Truck Driving	\$33.50	\$34	
Warehouse Operator II	\$28.50	\$28.93	
Admin Asst II	\$26.54	\$26.94	

**Note:**

In lieu of retroactivity wages, each employee on the seniority list shall receive a bonus payment of \$1000.00.

## MINING

Parties: Sukunka Natural Resources (Canadian Natural Resources)  
AND  
Unifor local 449

The parties have ratified an agreement.

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## TRADES & SERVICES

Parties: Bouygues Energies and Services Canada Ltd (JPOCSC)  
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	2.40%
Apr 1, 2020	2.00%
Apr 1, 2021	2.00%

Hourly Wage	Year 1	Year 2	Year 3
Housekeeper 1	\$17.62	\$18.03	\$0
Lead Hand	\$21.27	\$21.76	\$0
Maintenance Technician 4	\$35.78	\$36.61	\$0

Note:

April 1, 2021: CPI or 2%, whichever is greater.

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Parties: Canadian Northern Shield  
AND  
MoveUp local 378

Contract expiry: Sep 30, 2021. The parties have ratified a 2-year agreement effective Oct 1, 2021 to Sep 30, 2023 that provides general wage increases as follows:

Jan 1, 2022	1.50%
Jan 1, 2023	0.50%

Note:

Tentative Agreement reached April 2021.

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Parties: Compass Group Canada (Fraser Health Authority)  
AND  
United Steelworkers local 2009

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

Hourly Wage	Year 1	Year 2	Year 3
General Help	\$16.72	\$16.97	\$17.37
Driver	\$18.54	\$18.79	\$19.19

Note:

Wage increases as follows: \$.20 in 2019; \$.45 in 2020; \$.45 in 2021; \$.20 in 2022.

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Parties: Hilton Vancouver Metrotown  
AND  
Unite Here local 40

145 unionized employees. The parties have ratified an agreement.

Note:

One-day Strike April 15, 2021, followed by Lock-out.  
72-hour strike notice given Feb 12, 2021.

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Parties: HT Pharmacy Ltd (Shoppers Dug Mart 279)  
AND  
United Food & Commercial Workers local 1518

Contract expiry: Dec 31, 2019. The parties have ratified a 3-year agreement effective Jan 1, 2020 to May 31, 2023.

Note:

Lump sum payments to all bargaining unit members in recognition of the contract year moving forward five months. Annual wage increases range between \$0.35 and \$0.45 each year.

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Parties: Lu'ma Native Housing Society  
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:

Jan 1, 2021	2.50%
Jan 1, 2022	2.50%
Jan 1, 2023	2.50%

Note:

Tentative Agreement reached April 19, 2021.  
Wage increases for Category 2-9.  
Category 1 – Minimum 9.25% wage increase retroactive for 2021.

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Parties: Pacific Gateway Hotel  
AND  
Unite Here local 40

32 unionized employees. The parties have ratified an agreement.

Note:

72-hour Strike notice given March 11, 2021.

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Parties: St Eugene Resort Ltd Partnership  
AND  
British Columbia Government & Service Employees' Union

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

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Parties: Sun Village  
AND  
British Columbia Government & Service Employees' Union

Contract expiry: Dec 31, 2019. The parties have ratified a 5-year agreement effective Jan 1, 2020 to Dec 31, 2024 that provides general wage increases as follows:

May 12, 2021	1.50%
Apr 1, 2022	1.50%
Apr 1, 2023	2.00%
Apr 1, 2024	2.00%

Note:

One-time market adjustment upon ratification: \$0.62 for MSW and \$1.71 for Cooks.

Signing bonus: For employees as of the date of ratification, full-time employees will receive \$700, part-time employees will receive \$350, and casual employees will receive \$175.

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Parties: V.P. (Vancouver Police) Credit Union  
AND  
MoveUp local 378

Contract expiry: Dec 31, 2020. The parties have ratified a 2-year agreement effective Jan 1, 2021 to Dec 31, 2022 that provides general wage increases as follows:

Note:

Tentative agreement reached Feb 24, 2021. TA initially rejected Mar 5, 2021.

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Parties: Valleybrook Gardens Limited  
AND  
United Steelworkers local 2009

Contract expiry: Dec 31, 2020. The parties have ratified a 4-year agreement effective Jan 1, 2021 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2021	2.50%
Jan 1, 2022	2.00%
Jan 1, 2023	2.00%
Jan 1, 2024	1.75%

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## **TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES**

Parties: Safeway Services Ltd  
AND  
United Steelworkers local 2009

Contract expiry: Feb 28, 2021. The parties have ratified a 4-year agreement effective Mar 1, 2021 to Mar 1, 2025.

Note:

Signed March 12, 2021.

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## **PUBLIC SECTOR**

### **EDUCATION**

Parties: University of Northern British Columbia  
AND  
Faculty Association

Contract expiry: Jun 30, 2019; 448 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	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%
Jul 1, 2022	2.00%

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Note:

March 16, 2021 - Tentative Agreement reached.

Nov 4, 2019 - Strike Notice given.

Faculty return to class Dec 2 and take grievance to LRB.

Dec 18, 2019 - Faculty and University agree to binding final-offer-selection arbitration.

Aug 2020 - Arbitration delayed, rescheduled for fall 2020.

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## **HEALTH SERVICES**

Parties: First Nations Health Authority  
AND  
Public Service Alliance of Canada local 22000

Contract expiry: Mar 31, 2021. The parties have ratified a 3-year agreement effective Apr 1, 2021 to Mar 31, 2024 that provides general wage increases as follows:

Apr 1, 2021	2.00%
Apr 1, 2022	2.00%
Apr 1, 2023	2.00%

Note:

Tentative agreement reached March 11, 2021.

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## **MUNICIPAL GOVERNMENT**

Parties: Delta, Corporation of (inside/outside workers)  
AND  
Canadian Union of Public Employees local 454

Contract expiry: Dec 31, 2020. The parties have ratified a 2-year agreement effective Jan 1, 2021 to Dec 31, 2022 that provides general wage increases as follows:

Jan 1, 2021	2.00%
Jan 1, 2022	2.00%

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Parties: Metro Vancouver Regional District  
AND  
Greater Vancouver Regional District Employees' Union

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	2.00%
Jan 1, 2021	2.00%

Note:

MOA signed March 16, 2021.



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Parties: Metro Vancouver Regional District  
AND  
Teamsters local 31

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	2.00%
Jan 1, 2021	2.00%

Note:

MOA signed Mar 16, 2021.

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Parties: New Westminster, City of (Police Board, Library Board, inside/outside workers)  
AND  
Canadian Union of Public Employees local 387

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	2.00%
Jan 1, 2021	2.00%

Note:

MOA signed March 19, 2021.

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Parties: Oak Bay Police Board  
AND  
Oak Bay 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	3.50%
Jan 1, 2021	2.50%

Note:

Wage increases for Police Constables and Sergeants.  
Different wage increases for other staff.

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Parties: Port Coquitlam, City of  
AND  
Canadian Union of Public Employees local 498

Contract expiry: Dec 31, 2020. The parties have ratified 2-year agreement effective Jan 1, 2021 to Dec 31, 2022 that provides general wage increases as follows:

Jan 1, 2021	2.00%
Jan 1, 2022	2.00%

Note:

MOA signed April 6, 2021.

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Parties: Sechelt, District of  
AND  
British Columbia Government & Service Employees' Union

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:

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

Hourly Wage	Year 1	Year 2	Year 3
Grid 1	\$17.25	\$17.59	\$17.95
Grid 8	\$30.68	\$31.29	\$31.92
Grid 15	\$40.79	\$41.60	\$42.43

Note:

Bargaining scheduled for Aug 2020. Signed May 2021.

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Parties: Vancouver Parks Board  
AND  
Canadian Union of Public Employees local 1004

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:

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

Note:

Tentative agreement reached April 1, 2021.

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Parties: Vancouver, City of (including Board of Parks and Recreation)  
AND  
Canadian Union of Public Employees local 1004

Contract expiry: Dec 31, 2019; 1,650 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2020 to Dec 31, 2022 that provides general wage increases as follows:

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

Note:

MOS signed March 31, 2021.

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## **PUBLIC SERVICES**

Parties: Burnaby, City of (Firefighters)  
AND  
Burnaby Firefighters' Union (IAFF) local 323

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%

Note:

MOA signed Jan 15, 2021.

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