

SETTLEMENTS

October 1, 2023 to November 30, 2023

PRIVATE SECTOR

ACCOMMODATION AND FOOD SERVICES

Parties: Lantic Inc. Vancouver Refinery (Rogers Sugar)
AND
Public and Private Workers of Canada (PPWC) local 8

135 unionized employees. The parties have ratified an agreement.

Parties: Sobey's Capital Inc (Safeway and Freshco Pharmacy)
AND
United Food & Commercial Workers local 1518

Contract expiry: Mar 31, 2023. The parties have ratified an agreement effective Apr 1, 2023.

Note:

Strike vote authorized Sept 2023.

ARTS, ENTERTAINMENT AND RECREATION

Parties: Granville Island Theatre District
AND
International Alliance of Theatrical Stage Employees (IATSE) local 118

Contract expiry: Dec 31, 2022. The parties have ratified a 3-year agreement effective Jan 1, 2023 to Dec 31, 2025 that provides general wage increases as follows:

Jan 1, 2024	1.50%			
Jan 1, 2025	2.00%			
Hourly Wage		Year 1	Year 2	Year 3
Pay Grade 1		\$26.77	\$27.17	\$27.71
Pay Grade 4		\$23.23	\$23.58	\$24.05
Pay Grade 6		\$30.50	\$30.96	\$31.58

Note:

First collective agreement.

CONSTRUCTION

Parties: Construction Industry Affiliated Trade Unions (CIATU)
AND
MoveUp local 378

Contract expiry: Apr 30, 2023. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

May 1, 2023	3.00%
May 1, 2024	3.25%
May 1, 2025	3.00%

Note:

Increases vary by job category. Wages listed are for Category 2,3,4. DOR additional \$2.25/hour.

Parties: Construction Labour Relations Association (Mason Commercial/Institutional)
AND
Construction and Specialized Workers' Union local 1611

Contract expiry: Apr 30, 2023; 8 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Experienced Mason Tender	\$32.21	\$34.30	\$35.70

Note:

List of signatory contractors on page 38.

Parties: Construction Labour Relations Association (Mason Standard Industrial)
AND
United Association of Journeymen and Apprentices of the Plumbing and Pipefitting industry

Contract expiry: Apr 30, 2023; 8 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Experienced Mason Tender	\$40.48	\$43.05	\$44.78

Note:

List of signatory contractors on page 38.

Parties: Construction Labour Relations Association (Refrigeration and Air Conditioning)
AND
United Association of Journeymen and Apprentices of the Plumbing and Pipefitting industry local 516

Contract expiry: Apr 30, 2019; 501 unionized employees. The parties have ratified a 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	\$62.15	\$63.31	\$0

Note:

List of signatory employers on final page.

Parties: Construction Labour Relations Association of BC (Crane Rental)
AND
International Union of Operating Engineers local 115

Contract expiry: Apr 30, 2023. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Group 1 Under 20 ton	\$48.43	\$51.32	\$53.25
Group 2	\$47.30	\$50.12	\$52
Drivers	\$45.90	\$48.63	\$50.45

Parties: Construction Labour Relations Association of BC (Heat and Frost Insulators)
AND
International Association of Heat and Frost Insulators and Allied Workers local 118

Contract expiry: Apr 30, 2023; 16 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Commercial Journeyman	\$37.61	\$39.94	\$41.49
Commercial Foreperson	\$41.37	\$43.93	\$45.64
Industrial Journeyman	\$43.85	\$46.45	\$48.23

Note:

List of signatory contractors on P.38.

Parties: Construction Labour Relations Association of BC (Labourers)
AND
Construction and Specialized Worker's Union local 1611

Contract expiry: Apr 30, 2023; 988 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Watchperson	\$39.68	\$42.20	\$43.90
Signaler Hook up	\$40.55	\$43.13	\$44.86
First Aid Attendant Level 3	\$40.91	\$41.82	\$45.25

Note:

List of Signatory Employers on p.62.

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

Contract expiry: Apr 30, 2023. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Group 1	\$48.43	\$51.32	\$53.25
Group 2	\$47.30	\$50.12	\$52

Note:

List of signatories on page 20.

Parties: Construction Labour Relations Association of BC (Teamsters C/I)
AND
International Brotherhood of Teamsters local 213

Contract expiry: Apr 30, 2023. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Group 1 Inside LM	\$47.54	\$50.04	\$51.73
Group 1 outside LM	\$46.38	\$48.82	\$50.46
Group 9 Outside LM	\$37.83	\$39.16	\$39.85

Note:

List of signatory employers on p.15.

Parties: Construction Labour Relations Association of BC (Teamsters Industrial)
AND
International Brotherhood of Teamsters local 213

Contract expiry: Apr 30, 2023; 267 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Group 1 Inside LM	\$55.66	\$58.53	\$60.47
Group 1 outside LM	\$54.86	\$57.68	\$59.58
Group 9 Outside LM	\$43.81	\$45.32	\$46.11

Note:

List of signatory employers on p.50.

Parties: Lafarge GVA Construction
AND
International Brotherhood of Teamsters local 213

Contract expiry: Feb 28, 2022. The parties have ratified a 3-year agreement effective Mar 1, 2022 to Feb 28, 2025 that provides general wage increases as follows:

Mar 1, 2023	3.00%		
Mar 1, 2024	2.80%		
Hourly Wage	Year 1	Year 2	Year 3
Dispatcher	\$39.68	\$40.89	\$42.02
Logging Trucks	\$44.43	\$45.78	\$47.05
Semi-Trailer	\$39.87	\$41.08	\$42.22

Parties: Road Building Industry (BA Blacktop, Jack Cewe, Winvan Paving, Lafarge GVA, Grandview)
AND
International Union of Operating Engineers local 115

Contract expiry: Feb 28, 2022. The parties have ratified a 3-year agreement effective Mar 1, 2022 to Feb 28, 2025 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Trades Certified	\$44.44	\$45.78	\$47.09
Group 1	\$41.27	\$24.54	\$43.76
Group 2	\$40.89	\$42.12	\$43.33

Parties: Teck Construction Limited
AND
CLAC local 68

Contract expiry: Apr 30, 2022. The parties have ratified a 3-year agreement effective May 1, 2022 to Apr 30, 2025 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Superintendent	\$39.82	\$0	\$0
Skilled Labour	\$26.03	\$0	\$0
Unskilled Labour	\$22.26	\$0	\$0

EDUCATION

Parties: Burnaby Children's Centres Society
AND
B.C. General Employee's Union (BCGEU)

Contract expiry: Mar 31, 2023. The parties have ratified a 3-year agreement effective Apr 1, 2023 to Mar 31, 2026 that provides general wage increases as follows:

Apr 1, 2023	6.00%		
Apr 1, 2024	2.50%		
Apr 1, 2025	2.50%		
Hourly Wage	Year 1	Year 2	Year 3
ECEA	\$18.15	\$18.60	\$19.07
ECE	\$20.84	\$21.36	\$21.89
Team leader	\$23.89	\$24.49	\$25.10

Parties: Simon Fraser University
AND
Administrative and Professional Staff Association (APSA)

Contract expiry: Jun 30, 2022; 1,752 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2022 to Jun 30, 2025.

Note:
Collective agreement reached Aug 15.

Parties: University of British Columbia
AND
International Union of Operating Engineers local 115

Contract expiry: Mar 31, 2022; 65 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025 that provides general wage increases as follows:

Apr 1, 2022	3.24%
Apr 1, 2023	6.75%
Apr 1, 2024	2.00%

Note:

Increase of \$0.25 in addition to GWI in 2022.
Tentative agreement reached July 5 2023.

ENERGY AND OIL & GAS

Parties: FortisBC (Customer Service)
AND
MoveUp local 378

Contract expiry: Mar 31, 2022. The parties have ratified a 4-year agreement effective Apr 1, 2022 to Mar 31, 2027 that provides general wage increases as follows:

Apr 1, 2023	3.75%
Apr 1, 2024	3.00%
Apr 1, 2025	2.50%
Apr 1, 2026	2.50%

Note:

Apr 1 2023 increase of \$0.25 per hour plus lump sum payment determined by category.
May 2023 Arbitration.
Tentative agreement announced Feb 6, 2023.

FINANCE

Parties: Coastal Community Insurance Services
AND
MoveUp local 378

Contract expiry: Dec 31, 2023. The parties have ratified a 3-year agreement effective Jan 1, 2024 to Dec 31, 2026 that provides general wage increases as follows:

Jan 1, 2024	4.50%
Jan 1, 2025	3.75%
Jan 1, 2026	3.25%

Note:

Tentative agreement announced Sept 20, 2023.

Parties: Gulf & Fraser Credit Union
AND
MoveUp local 378

Contract expiry: Jun 30, 2023. The parties have ratified a 3-year agreement effective Jul 1, 2023 to Jun 30, 2026 that provides general wage increases as follows:

Jul 1, 2023	4.00%
Jul 1, 2024	3.50%
Jul 1, 2025	3.75%

Note:

July 2023 increase - additional market adjustment of 2.25%.

Parties: Interior Savings Credit Union
AND
B.C. General Employee's Union (BCGEU)

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

Mar 1, 2021	4.75%
Mar 1, 2022	4.50%
Mar 1, 2023	3.00%

Hourly Wage	Year 1	Year 2	Year 3
File Clerk	\$20.79	\$21.73	\$22.38
Financial Services Admin	\$26.69	\$27.89	\$28.73
Account Manager 3	\$37.47	\$39.16	\$40.33

Parties: IWA Forest Industry Pension Plan
AND
MoveUp local 378

Contract expiry: Aug 31, 2023. The parties have ratified a 3-year agreement effective Sep 1, 2023 to Aug 31, 2026 that provides general wage increases as follows:

Sep 1, 2023	6.00%
Sep 1, 2024	3.00%
Sep 1, 2025	2.00%

Hourly Wage	Year 1	Year 2	Year 3
Group 1 start	\$3,653	\$3,763	\$3,838
Group 5 start	\$4,366	\$4,497	\$4,587
Group 10 start	\$5,886	\$6,063	\$6,184

Note:

Tentative agreement signed Sept 20, 2023.

FORESTRY

Parties: Interfor
AND
Canadian Merchant Services Guild

Contract expiry: Sep 30, 2021. The parties have ratified a 5-year agreement effective Oct 1, 2021 to Mar 31, 2027 that provides general wage increases as follows:

Oct 1, 2021	5.00%
Apr 1, 2022	4.00%
Apr 1, 2023	3.00%
Apr 1, 2024	3.00%
Apr 1, 2025	2.50%

Hourly Wage	Year 1	Year 2	Year 3
Master AA	\$46.83	\$48.70	\$50.16
Mate AA	\$43.34	\$45.08	\$46.43
Officer in Training	\$33.26	\$34.59	\$35.63

HEALTH CARE AND SOCIAL ASSISTANCE

Parties: Pro Vita Care Management (Laurel Place)
AND
Hospital Employees Union

Contract expiry: Jan 10, 2022; 235 unionized employees. The parties have ratified a 3-year agreement effective Jan 11, 2022 to Jan 10, 2025 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Care Aide	\$19.61	\$0	\$0
Activity Aide	\$20.91	\$0	\$0
Registered Nurse	\$38.69	\$0	\$0

Parties: We Care Home Health Services (CBI)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Aug 23, 2019; 221 unionized employees. The parties have ratified a 5-year agreement effective Aug 24, 2019 to Aug 31, 2024 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
RN	\$33.80	\$34.22	\$34.65
LPN	\$21.70	\$21.97	\$22.25
Homemaker	\$15.65	\$15.85	\$16.04

Note:

DOR - All active employees to receive lump sum payment equal to 1% of earnings since Aug 24, 2019.

MANUFACTURING

Parties: B&B Concrete Ltd
AND
CLAC local 68

Contract expiry: Mar 31, 2023. The parties have ratified a 3-year agreement effective Apr 1, 2023 to Mar 31, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Labourer	\$25	\$25.50	\$26.01
Mixer Driver	\$32	\$32.64	\$33.29
Mechanic	\$35	\$35.70	\$36.41

COLLECTIVE BARGAINING BULLETIN

Parties: Central Aggregates Lafarge Western Canada
AND
International Brotherhood of Teamsters local 213

Contract expiry: Dec 31, 2022. The parties have ratified a 3-year agreement effective Jan 1, 2023 to Dec 31, 2025 that provides general wage increases as follows:

Jan 1, 2023	6.00%
Jan 1, 2024	2.50%
Jan 1, 2025	2.00%

Hourly Wage	Year 1	Year 2	Year 3
Sand & Gravel Operator	\$37.45	\$38.39	\$39.16

Parties: Finning
AND
International Association of Machinists and Aerospace Workers local 692

Contract expiry: Apr 14, 2023. The parties have ratified a 3-year agreement effective Apr 15, 2023 to Apr 14, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Mechanical Dept Journeyperson	\$49.52	\$52	\$54.08
Parts Dept Journeyperson	\$46.27	\$48.58	\$50.53
Northern BC Journeyperson	\$45.95	\$48.25	\$50.18

Note:

Wage increases vary by Schedule.

Parties: Hain-Celestial
AND
United Steelworkers local 2009

Contract expiry: Mar 30, 2022. The parties have ratified a 3-year agreement effective Mar 31, 2022 to Mar 30, 2025 that provides general wage increases as follows:

Mar 31, 2022	3.00%
Mar 31, 2023	3.00%
Mar 31, 2023	3.00%

Hourly Wage	Year 1	Year 2	Year 3
Machine Operator (new)	\$18.50	\$19.05	\$19.63
Maintenance Facility Technician	\$30.90	\$31.83	\$32.78
Journeyman	\$41.20	\$42.44	\$43.71

Note:

Additional annual payments: 2022 \$1000, 2023 \$500, 2024 \$500.

Parties: Lafarge Aggregates, Concrete and Asphalt Earle Creek
AND
International Union of Operating Engineers local 115

Contract expiry: Dec 31, 2021. The parties have ratified a 3-year agreement effective Jan 1, 2022 to Dec 31, 2024 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Foreman	\$45.78	\$48	\$49.10
Welder	\$43.36	\$44.23	\$46.50
Labourer	\$36.05	\$37.77	\$38.62

Note:

\$500 bonus in 2023 and 2024.

TRADES & SERVICES

Parties: Chemtrade Pulp Chemicals Ltd
AND
Public and Private Workers of Canada (PPWC) local 9

Contract expiry: Apr 30, 2022. The parties have ratified a 3-year agreement effective May 1, 2022 to Apr 30, 2025 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Journeyman	\$46.10	\$47.25	\$48.67
Labour Rate	\$21.89	\$33.71	\$34.73
Utility Operator	\$35.19	\$36.07	\$37.15

Parties: CUPE BC and Locals
AND
MoveUp local 378

Contract expiry: Dec 31, 2022. The parties have ratified a 2-year agreement effective Jan 1, 2023 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2024 3.00%

Note:

Signing bonus of \$500 and \$1.25/hour in 2023.

COLLECTIVE BARGAINING BULLETIN

Parties: Ironworkers Local 97
AND
MoveUp local 378

Contract expiry: Apr 30, 2023. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Category 3	\$36.35	\$38.13	\$39.96
Category 4	\$38.97	\$40.92	\$42.95

Note:

Previously Construction Industry Affiliated Trade Unions.

Parties: Strategic Communications Inc (Stratcom)
AND
USW Telecommunications Workers local 1944

Contract expiry: Nov 30, 2022. The parties have ratified a 4-year agreement effective Dec 1, 2022 to Nov 30, 2026 that provides general wage increases as follows:

Dec 1, 2022	3.00%		
Dec 1, 2023	2.00%		
Dec 1, 2024	2.25%		
Dec 1, 2025	2.50%		
Hourly Wage	Year 1	Year 2	Year 3
Caller	\$17.03	\$17.37	\$17.76
Supervisor	\$17.61	\$17.96	\$18.36
Training Coordinator	\$22.67	\$23.12	\$23.64

Parties: Vancouver Symphony Society
AND
International Alliance of Theatrical Stage Employees (IATSE) local 118

Contract expiry: Jun 30, 2022. The parties have ratified a 4-year agreement effective Jul 1, 2022 to Jun 30, 2026 that provides general wage increases as follows:

May 15, 2023	3.00%
Jul 1, 2023	3.00%
Jul 1, 2024	3.00%
Jul 1, 2025	3.00%

Hourly Wage	Year 1	Year 2	Year 3
Stage Carpenter	\$41.36	\$32.88	\$45.20
Head Electrician	\$39.17	\$41.56	\$42.81
Assistant Electrician	\$35.88	\$38.07	\$39.21

Note:

Tentative agreement announced April 19 2023.
 April 11 2023: 72-hour strike notice given

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Canadian National (CN) Railway (Clerical, Mechanical, Intermodal)
 AND
 Unifor local 100 and 4000

Contract expiry: Dec 31, 2022; 3,000 unionized employees. The parties have ratified a 2-year agreement effective Jan 1, 2023 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2023	3.25%
Jan 1, 2024	3.00%

Note:

Tentative agreement reached March 20, 2023.

Parties: Hertz Victoria
 AND
 MoveUp local 378

Contract expiry: Mar 31, 2023. The parties have ratified a 4-year agreement effective Apr 1, 2023 to Mar 31, 2027 that provides general wage increases as follows:

Apr 1, 2023	12.00%
Apr 1, 2024	4.00%
Apr 1, 2025	3.00%
Apr 1, 2026	3.50%

Note:

Tentative agreement announced Nov 16, 2023.

Parties: Rogers Communications
AND
United Steelworkers local 1944

Contract expiry: Mar 23, 2023; 300 unionized employees. The parties have ratified a 5-year agreement effective Mar 24, 2023 to Mar 23, 2028.

Note:

14.25% wage increases over a five-year deal with retroactive pay, a \$1,000 signing bonus.

Nov 19 Tentative agreement announced.

Nov 3 2023: 72-hour strike notice given. Sept 22 2023: Strike vote passed for action end of October.

Rogers Communications, formerly Shaw Communications, and has formally requested conciliation from the Federal Mediation and Conciliation Service (FMCS) - Aug 2023.

Parties: Salvation Army Distribution Centre Drivers
AND
Unifor local 114

Contract expiry: Mar 31, 2023; 36 unionized employees. The parties have ratified a 4-year agreement effective Apr 1, 2023 to Mar 31, 2027.

PUBLIC SECTOR

CONSTRUCTION

Parties: BC Infrastructure Benefits (BCIB)
AND
IBEW (Allied Infrastructure and Related Construction Council) local 993

1,505 unionized employees. The parties have ratified an agreement.

EDUCATION

Parties: BC Institute of Technology (BCIT) Vocational Faculty
AND
B.C. General Employee's Union (BCGEU)

Contract expiry: Mar 31, 2022; 371 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025.

Note:

Tentative agreement reached Oct 24, 2023.

College and Institute Support Service Bargaining Association (CISSBA) bargaining for common agreement Sept 2022.

Parties: BC Institute of Technology (support)
AND
B.C. General Employee's Union (BCGEU)

Contract expiry: Jun 30, 2022. The parties have ratified a 3-year agreement effective Jul 1, 2022 to Jun 30, 2025.

Parties: BC Post Secondary Education Association (Vocational Faculty Common Agreement)
AND
B.C. General Employee's Union (BCGEU)

Contract expiry: Jun 30, 2022; 950 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2022 to Jun 30, 2025 that provides general wage increases as follows:

Jul 1, 2022	3.74%
Jul 1, 2023	5.50%
Jul 1, 2024	2.00%

Note:

Tentative agreement for common agreement Oct 2022 under Shared Recovery Mandate:

Camosun College, Coast Mountain College, Northern Lights College, Okanagan College, Selkirk College.

Parties: Douglas College
AND
Faculty Association

Contract expiry: Mar 31, 2022; 1,000 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025.

Note:

Shared recovery mandate.

Parties: Emily Carr University of Art & Design
AND
Emily Carr University of Art & Design Faculty Association

300 unionized employees. The parties have ratified an agreement.

Note:

Tentative agreement announced Oct 12, 2023.

Parties: Emily Carr University of Art & Design
AND
Canadian Union of Public Employees local 15

220 unionized employees. The parties have ratified an agreement.

Parties: Kwantlen Polytechnic University
AND
B.C. General Employee's Union (BCGEU)

Contract expiry: Jun 30, 2022; 734 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2022.

Note:

Tentative agreement rejected Sep 18, 2023 (reached Sept 15).

Parties: Simon Fraser University
AND
Teaching Support Staff Union

Contract expiry: Apr 30, 2022; 1,600 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2022 to Apr 30, 2025.

Note:

Tentative agreement reached Oct 19, 2023.
Strike notice issued June 9, 2023.
Strike vote passed March 29, 2023.

Parties: Simon Fraser University
AND
Faculty Association

Contract expiry: Jun 30, 2022; 1,402 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2022 to Jun 30, 2025.

Note:

Tentative agreement reached Oct 30, 2023.

Parties: Simon Fraser University (support)
AND
Canadian Union of Public Employees local 3338

Contract expiry: Mar 31, 2022; 800 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025 that provides general wage increases as follows:

Apr 1, 2022	3.24%			
Apr 1, 2023	6.75%			
Apr 1, 2024	2.00%			
Monthly Salary		Year 1	Year 2	Year 3
Grade 03		\$3,099.18	\$3,308.37	\$3,374.54
Grade 7		\$3,975.77	\$4,244.13	\$4,329.02
Grade 12		\$5,539.71	\$5,913.63	\$6,031.91

Note:

2022 additional \$0.25/hour.
Tentative agreement announced July 28, 2023.

Parties: University of British Columbia
AND
Association of Administrative and Professional Staff

Contract expiry: Mar 31, 2022; 5,600 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025 that provides general wage increases as follows:

Jul 1, 2022	3.24%
Jul 1, 2023	6.75%
Jul 1, 2024	2.00%

Note:

Increase of \$0.25 in addition to GWI.
Tentative agreement reached July 6, 2023.

Parties: University of British Columbia (Chan Centre, Library)
AND
Canadian Union of Public Employees local 2950

Contract expiry: Mar 31, 2022; 1,700 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025.

Note:

Tentative agreement reached March 11, 2023.

Parties: University of British Columbia (Faculty)
AND
Faculty Association

The parties have ratified an agreement.

Note:

Tentative agreement announced May 2, 2023.

Parties: Vancouver Island University (support)
AND
Canadian Union of Public Employees local 1858

Contract expiry: Jun 30, 2022; 524 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2022 to Jun 30, 2025.

Note:

Tentative agreement listed April 13, 2023.

FINANCE

Parties: Bureau Veritas Canada
AND
B.C. General Employee's Union (BCGEU)

The parties have ratified an agreement.

Note:

Tentative agreement announced Sept 28, 2023.

HEALTH CARE AND SOCIAL ASSISTANCE

Parties: Good Samaritan (Victoria Heights, Delta View, Christenson Village, Pioneer Village, Hillside Lodge, Village by the Station, Heron Grove)
AND
Hospital Employees Union (HEU)

Contract expiry: Mar 31, 2021; 1,100 unionized employees. The parties have ratified a 5-year agreement effective Apr 1, 2021 to Mar 31, 2025.

Note:

Tentative agreement announced Nov 7, 2023.

Strike vote passed July 24, 2023.

Parties: Pacifica Retirement Residence (Royale Pacifica)
AND
B.C. General Employee's Union (BCGEU)

The parties have ratified an agreement.

Parties: Worksafe BC
AND
Doctors of BC (British Columbia Medical Association)

Contract expiry: Mar 31, 2022; 60 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025.

Note:

Tentative agreement reached June 28, 2023.

MUNICIPAL GOVERNMENT

Parties: Castlegar, City of
AND
Canadian Union of Public Employees local 2262

Contract expiry: Aug 31, 2023; 45 unionized employees. The parties have ratified a 3-year agreement effective Sep 1, 2023 to Aug 31, 2026 that provides general wage increases as follows:

Sep 1, 2023	4.75%
Sep 1, 2024	4.00%
Sep 1, 2025	3.25%

Note:

Strike vote passed Oct 18, 2023.

Parties: New Westminster (City, Library, and Police Board)
AND
Canadian Union of Public Employees local 387

Contract expiry: Dec 31, 2021; 750 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2022 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2022	3.00%
Jan 1, 2023	4.50%
Jan 1, 2024	4.00%

Note:

Includes a one-time inflationary support payment and an additional one-time retention payment. Tentative agreement reached October 17, 2023. Strike vote on Oct 16, 2023.

Parties: North Vancouver, District of
AND
Canadian Union of Public Employees local 389

Contract expiry: Dec 31, 2021. The parties have ratified a 3-year agreement effective Jan 1, 2022 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2022	3.00%
Jan 1, 2023	4.50%
Jan 1, 2024	4.00%

Note:

One-time 4.5% inflationary support payment on 2022 wages.

Parties: Vancouver, City of (City, Parks, Brit, RayCam)
AND
Canadian Union of Public Employees local 15

Contract expiry: Dec 31, 2022; 3,500 unionized employees. The parties have ratified a 2-year agreement effective Jan 1, 2023 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2023	4.50%
Jan 1, 2024	4.00%

PUBLIC SERVICES

Parties: BC Public Service Agency - Component 12 (Administrative)
AND
B.C. General Employee's Union (BCGEU)

Contract expiry: Mar 31, 2022. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025.

Note:

See main agreement for wage details.

Parties: BC Public Service Agency - Component 20 (Environmental, technical)
AND
B.C. General Employee's Union (BCGEU)

Contract expiry: Mar 31, 2022. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025.

Note:

No wage details.

Parties: BC Public Service Agency - Component 6 (Social, Information and Health)
AND
B.C. General Employee's Union (BCGEU)

Contract expiry: Mar 31, 2022. The parties have ratified a 3-year agreement effective Apr 1, 2022 to Mar 31, 2025.

Note:

See main agreement for wage details.

Parties: Metro Vancouver
AND
Greater Vancouver Regional District Employees' Union (GVRDEU)

Contract expiry: Dec 30, 2021; 600 unionized employees. The parties have ratified a 3-year agreement effective Dec 31, 2021.

Note:

Nov 3, 2023 tentative agreement reached.

Oct 1, 2023: Strike notice given.

Aug 23: Strike vote authorized after reaching an impasse on Aug 15.

Parties: North Cowichan on-call Firefighters
AND
Canadian Union of Public Employees local 358

100 unionized employees. The parties have ratified a 2-year.

Parties: North Vancouver, City of (Library)
AND
Canadian Union of Public Employees (CUPE) local 389

Contract expiry: Dec 31, 2021. The parties have ratified a 3-year agreement effective Jan 1, 2022 to Dec 31, 2025 that provides general wage increases as follows:

Jan 1, 2022	3.00%
Jan 1, 2023	4.50%
Jan 1, 2024	4.00%

Note:

Additional one-time lump sum inflationary support payment of 3.5 percent plus 1.0 percent based on 2022 wages.

Parties: Powell River Library
AND
Canadian Union of Public Employees local 798

Contract expiry: Dec 31, 2021. The parties have ratified a 5-year agreement effective Jan 1, 2022 to Dec 31, 2026 that provides general wage increases as follows:

Jan 1, 2022	5.25%
Jan 1, 2023	3.00%
Jan 1, 2024	3.00%
Jan 1, 2025	3.00%
Jan 1, 2026	3.00%

Hourly Wage	Year 1	Year 2	Year 3
Project Assistant	\$20.02	\$21.08	\$23.47
Serviced Coordinator	\$29.38	\$30.94	\$32.45
Office Services Admin	\$33.07	\$34.83	\$37.62

Note:
Tentative agreement reached Nov 2, 2022.
72-hour strike notice served Oct 21, 2022.
Strike Vote passed Aug 23, 2022.

Parties: Technical Safety BC (BC Safety Authority)
AND
British Columbia Government & Service Employees' Union

Contract expiry: Dec 31, 2021. The parties have ratified a 3-year agreement effective Jan 1, 2022 to Dec 31, 2024 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Workplace Coordinator	\$22.85	\$23.99	\$25.13
Client Care Supervisor	\$34.23	\$39.68	\$41.56
Senior Safety Officer	\$54.07	\$56.77	\$59.47

Note:
Tentative agreement reached Oct 25, 2022.

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Hertz Canada Ltd (YVR)
 AND
 MoveUp local 378

Contract expiry: Oct 31, 2022. The parties have ratified a 3-year agreement effective Nov 1, 2022 to Oct 31, 2025 that provides general wage increases as follows:

Nov 1, 2022	4.00%
Nov 1, 2023	3.00%
Nov 1, 2024	3.00%

Note:

Tentative agreement announced May 26, 2023.
