

SETTLEMENTS

April 1 to May 31, 2025

PRIVATE SECTOR

ACCOMMODATION AND FOOD SERVICES

Parties: Alexander Mackie Lodge (Western Community Seniors Low Cost Housing Society)  
AND  
B.C. General Employee's Union (BCGEU)

Previous Contract Expiry: Oct 31, 2024. The parties have ratified a 2-year agreement effective Nov 1, 2024 to Oct 31, 2026 that provides general wage increases as follows:

Nov 1, 2024	2.50%		
Nov 1, 2025	2.50%		
Hourly Wage		Year 1	Year 2
Food Services		\$20.24	\$20.75
Sous Chef		\$28.12	\$28.82
Facilities Maintenance Coordinator		\$29.23	\$29.96

Parties: Arbutus Club  
AND  
Unifor local 3000

Previous Contract Expiry: Dec 31, 2024; 200 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2025 to Dec 31, 2027.

Note:  
Wages will improve at least 16% over the duration of the three-year contract, including a \$0.55 per hour increase retroactive to Jan. 1, 2025.  
March 21, 2025 Strike vote passed.

Parties: Five Corners Meat Company Ltd  
AND  
United Food & Commercial Workers local 247

Previous Contract Expiry: Oct 5, 2024. The parties have ratified a 4-year agreement effective Oct 6, 2024 to Oct 7, 2028 that provides general wage increases as follows:

Oct 6, 2024	3.00%			
Oct 6, 2025	2.50%			
Oct 6, 2026	2.50%			
Oct 6, 2027	2.50%			
Hourly Wage		Year 1	Year 2	Year 3
Senior Plant Operations		\$27.49	\$28.07	\$28.88
Plant Operations		\$21.06	\$21.59	\$22.13
Shipper		\$21.06	\$21.59	\$22.13

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Parties: Summit Resort MBM (Blackcomb Springs Suites Rental Pool)  
AND  
Unifor local 3000

Previous Contract Expiry: Jul 31, 2024. The parties have ratified a 3-year agreement effective Aug 1, 2024 to Jul 31, 2027 that provides general wage increases as follows:

Aug 1, 2024	4.50%			
Aug 1, 2025	4.50%			
Aug 1, 2026	4.50%			
Hourly Wage		Year 1	Year 2	Year 3
Room Attendant		\$23.69	\$24.76	\$25.87

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## **ARTS, ENTERTAINMENT AND RECREATION**

Parties: Arts Club Theatre  
AND  
International Alliance of Theatrical Stage Employees (IATSE) local 118

Previous Contract Expiry: Aug 31, 2024. The parties have ratified a 3-year agreement effective Sep 1, 2024 to Aug 31, 2027 that provides general wage increases as follows:

Sep 1, 2024	4.00%			
Sep 1, 2025	5.00%			
Sep 1, 2026	3.00%			
Hourly Wage		Year 1	Year 2	Year 3
Group 1		\$34.16	\$35.53	\$36.60
Group 2		\$32.87	\$34.51	\$35.55
Group 4		\$28.61	\$30.04	\$30.94

**Note:**

Wage increases for Group 1 are as follows: 2024:5% / 2025:4% / 2026:3%.

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Parties: Canadian Media Producers Association (BC Producers)  
AND  
Association of Canadian Film Craftspeople (Unifor) local 2020

Previous Contract Expiry: Mar 31, 2024. The parties have ratified a 3-year agreement effective Apr 1, 2024 to Mar 31, 2027 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Account Clerks Tier A	\$27.84	\$28.67	\$29.53
Editor Tier A	\$34.08	\$35.11	\$36.16
Security	\$23.86	\$24.57	\$25.31

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Parties: Elements Casino  
AND  
B.C. General Employee's Union (BCGEU)

Previous Contract Expiry: Feb 26, 2024. The parties have ratified a 3-year agreement effective Feb 27, 2024 to Feb 26, 2027 that provides general wage increases as follows:

Feb 27, 2024	4.25%			
Feb 27, 2025	3.25%			
Feb 27, 2026	3.00%			
Hourly Wage	Year 1	Year 2	Year 3	
Cashier	\$18.14	\$18.73	\$19.29	
Food & Bev Supervisor	\$22.05	\$22.77	\$23.45	
Slot Supervisor	\$19.14	\$19.76	\$20.35	

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Parties: Vancouver East Cultural Centre (Cultch)  
AND  
International Alliance of Theatrical Stage Employees (IATSE) local 118

Previous Contract Expiry: May 31, 2024. The parties have ratified a 3-year agreement effective Jun 1, 2024 to May 31, 2027 that provides general wage increases as follows:

Jun 1, 2025	3.00%			
Jun 1, 2026	3.00%			
Hourly Wage	Year 1	Year 2	Year 3	
Technical Director	\$34.70	\$35.74	\$36.81	
Department Head/Venue Tech	\$26.11	\$26.89	\$27.70	
Grip	\$24.59	\$25.32	\$26.08	

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## **CONSTRUCTION**

Parties: Construction Labour Relations Association (Aluma)  
AND  
International Union of Painters and Allied Trades (IUPAT) local 138

Previous Contract Expiry: Apr 30, 2024. The parties have ratified a 4-year agreement effective May 1, 2024 to Apr 30, 2028 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Foreperson	\$33.99	\$35.01	\$36.06
Auditor	\$26.57	\$27.37	\$28.19
Worker 1	\$23.90	\$24.62	\$25.36

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Parties: Construction Labour Relations Association (Copcan)  
AND  
Teamsters local 213

Previous Contract Expiry: May 3, 2025. The parties have ratified a 3-year agreement effective May 4, 2025 to Apr 30, 2028 that provides general wage increases as follows:

May 4, 2025	3.00%			
May 3, 2026	2.00%			
May 2, 2027	2.00%			
Hourly Wage	Year 1	Year 2	Year 3	
Lowbed Driver - Level 3	\$46.05	—	—	
Truck Driver - Level 3	\$37.91	—	—	
Truck Driver - Level 1	\$34.44	—	—	

**Note:**

2026 and 2027 increases will be All Items Index BC CPI.

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Parties: Construction Labour Relations Association (Pile Driving, dipper, clamshell)  
AND  
International Union of Operating Engineers local 115

Previous Contract Expiry: Apr 30, 2025. The parties have ratified a 3-year agreement effective May 1, 2025 to Apr 30, 2028 that provides general wage increases as follows:

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Hourly Wage	Year 1	Year 2	Year 3
Operator (above 10 yards)	\$60.76	–	–
Front End Loader Assistant	\$54.76	–	–
	\$36.04	–	–

Note:

2026 and 2027 annual increase based on All Items BC CPI, floor of 3%.

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Parties: Construction Labour Relations Association of BC (ICI Wall & Ceiling Poly Party)  
AND  
IUPAT DC38 and OPCMIA Plasterers 919

Previous Contract Expiry: Apr 30, 2024. The parties have ratified a 2-year agreement effective May 1, 2024 to Apr 30, 2026 that provides general wage increases as follows:

Jun 16, 2024	5.00%		
May 4, 2025	2.00%		
Nov 3, 2025	2.00%		
Hourly Wage	Year 1	Year 2	
Journey person	\$48.30	–	

Note:

List of signatory employers on P.48.

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Parties: Construction Labour Relations Association of BC (Wall & Ceiling Poly Party)  
AND  
IUPAT DC38 and OPCMIA Plasterers 919

Previous Contract Expiry: Apr 30, 2024. The parties have ratified a 2-year agreement effective May 1, 2024 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2
Journey person Inside LM	\$47.04	–
Journey person outside LM	\$45.91	–

Note:

List of signatory employers on p.36.

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Parties: Matcon Civil Constructors  
AND  
CLAC local 68

Previous Contract Expiry: Mar 31, 2025. The parties have ratified a 3-year agreement effective Apr 1, 2025 to Mar 31, 2028.

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## **FINANCE**

Parties: Island Savings Credit Union  
AND  
MoveUp local 378

Previous Contract Expiry: Jun 30, 2024. The parties have ratified a 4-year agreement effective Jul 1, 2024 to Jun 30, 2028 that provides general wage increases as follows:

Jul 1, 2025	2.50%
Jul 1, 2026	2.50%
Jul 1, 2027	4.00%

**Note:**

July 1, 2024 \$1.25 increase and one-time signing bonus payment of \$1000.

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## **HEALTH CARE AND SOCIAL ASSISTANCE**

Parties: Co-operative Housing Federation of BC (CHF-BC)  
AND  
Unifor local 3000

Previous Contract Expiry: Jul 31, 2024. The parties have ratified a 3-year agreement effective Aug 1, 2024 to Jul 31, 2027 that provides general wage increases as follows:

Aug 1, 2024	6.00%			
Aug 1, 2025	3.00%			
Aug 1, 2026	3.00%			
Annual Salary		Year 1	Year 2	Year 3
Admin Assistant		\$49,190.00	\$50,666.00	\$52,186.00
Coordinator		\$58,028.00	\$59,768.00	\$61,561.00
Director 2		\$73,645.00	\$75,854.00	\$78,130.00

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## **MANUFACTURING**

Parties: Advance Wire Products Ltd.  
AND  
United Steelworkers local 2009

Previous Contract Expiry: Jul 31, 2024. The parties have ratified a 4-year agreement effective Aug 1, 2024 to Jul 31, 2028 that provides general wage increases as follows:

Aug 1, 2024	6.00%			
Aug 1, 2025	4.00%			
Aug 1, 2026	3.50%			
Aug 1, 2027	3.50%			
Hourly Wage		Year 1	Year 2	Year 3
Maintenance Technician		\$40.26	\$41.87	\$43.33
Welder 1		\$36.41	\$37.87	\$39.19
Production Worker I		\$25.54	\$26.56	\$27.49

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Parties: Aquaterra Corporation  
AND  
International Brotherhood of Teamsters local 31

Previous Contract Expiry: Sep 24, 2024. The parties have ratified a 3-year agreement effective Sep 25, 2024 to Sep 24, 2027 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Dispatcher	\$22.91	\$23.81	\$24.56
Class 1 RSR	\$28.10	\$29.00	\$29.75
Lead Bottling Line	\$24.39	\$25.29	\$26.04

Note:  
Wage increases vary by job.

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Parties: Heidelberg Materials Concrete Okanagan  
AND  
International Brotherhood of Teamsters local 213

44 unionized employees. The parties have ratified an agreement.

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Parties: Ideal Gear and Machine Works  
AND  
United Steelworkers local 2009

Previous Contract Expiry: Jan 31, 2024. The parties have ratified a 3-year agreement effective Feb 1, 2024 to Jan 31, 2027 that provides general wage increases as follows:

Feb 1, 2024	6.00%			
Feb 1, 2025	4.00%			
Feb 1, 2026	3.50%			
Hourly Wage		Year 1	Year 2	Year 3
Journey Trades		\$41.19	\$42.84	\$44.34
Shipper		\$33.08	\$34.41	\$35.61
Labourer		\$20.68	\$21.51	\$22.26

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Parties: Ringball Corporation and Vanguard Steel Ltd.  
AND  
United Steelworkers local 2009

Previous Contract Expiry: Jan 31, 2024. The parties have ratified a 4-year agreement effective Feb 1, 2024 to Jan 31, 2028 that provides general wage increases as follows:

Feb 1, 2024	4.50%			
Feb 1, 2025	2.50%			
Feb 1, 2026	2.00%			
Feb 1, 2027	3.00%			
Hourly Wage		Year 1	Year 2	Year 3
Saw Operator		\$37.47	\$38.41	\$39.18
General Warehouse Person		\$31.50	\$32.28	\$32.93
Clerical		\$23.89	\$24.49	\$24.98

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## **TRADES & SERVICES**

Parties: BC Civil Liberties Association  
AND  
MoveUp local 378

Previous Contract Expiry: Jul 3, 2024. The parties have ratified a 3-year agreement effective Jul 4, 2024 to Jun 30, 2027 that provides general wage increases as follows:

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Jul 1, 2025	3.00%			
Jul 1, 2026	3.00%			
Annual Salary		Year 1	Year 2	Year 3
Staff Counsel		\$79,373.00	\$81,754.00	\$84,207.00
Litigation Staff Counsel		\$90,619.00	\$93,338.00	\$96,138.00
Operations Manager		\$71,209.00	\$75,405.00	\$77,667.00

Note:

Varied wage increases in 2024.

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Parties: Coho Management Services Society  
AND  
Unifor local 3000

Previous Contract Expiry: Jul 31, 2024. The parties have ratified a 3-year agreement effective Aug 1, 2024 to Jul 31, 2027 that provides general wage increases as follows:

Aug 1, 2024	6.00%			
Aug 1, 2025	3.00%			
Aug 1, 2026	3.00%			
Hourly Wage		Year 1	Year 2	Year 3
Admin Assistant		\$26.66	\$27.46	\$28.29
Management Assistant		\$29.82	\$30.72	\$31.64
Supervisor		\$34.83	\$35.87	\$36.94

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Parties: Coho Management Services Society - Field Operations  
AND  
Unifor local 3000

Previous Contract Expiry: Jul 31, 2024. The parties have ratified a 3-year agreement effective Aug 1, 2024 to Jul 31, 2027 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Maintenance Technician	\$30.50	\$32.00	\$33.50
Custodian	\$24.00	\$25.50	\$27.00

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# COLLECTIVE BARGAINING BULLETIN

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Parties: Grand & Toy Ltd  
AND  
United Food & Commercial Workers local 1518

Previous Contract Expiry: Nov 30, 2024. The parties have ratified a 4-year agreement effective Dec 1, 2024 to Nov 30, 2028 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Start	\$22.88	\$23.88	\$24.83
24 months	\$26.08	\$27.08	\$28.03

Note:

Wage increases: Year 1 - \$1.00 / Year 2 - \$1.00 / Year 3 - \$0.95 / Year 4 \$0.90.

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

Previous Contract Expiry: Mar 31, 2024. The parties have ratified a 2-year agreement effective Apr 1, 2024 to Mar 31, 2026 that provides general wage increases as follows:

Apr 1, 2024	5.00%		
Apr 1, 2025	3.00%		
Hourly Wage	Year 1	Year 2	
Grid Level 1	\$21.65	\$22.30	
Grid Level 17	\$34.13	\$34.13	
Grid Level 32	\$53.83	\$55.45	

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Parties: Native Courtworker and Counselling Association of BC  
AND  
B.C. General Employee's Union (BCGEU)

Previous Contract Expiry: Mar 31, 2024. The parties have ratified a 3-year agreement effective Apr 1, 2024 to Mar 31, 2027 that provides general wage increases as follows:

Apr 1, 2024	4.00%			
Apr 1, 2025	4.00%			
Apr 1, 2026	4.00%			
Annual Salary	Year 1	Year 2	Year 3	
Native Courtworker	\$53,362.00	\$55,496.00	\$57,716.00	
Aboriginal Family Preservation	\$70,929.00	\$73,766.00	\$76,717.00	
Junior Native Courtworker	\$46,402.00	\$48,258.00	\$50,188.00	

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Parties: NDT Management Association  
AND  
Quality Control Council of Canada

Previous Contract Expiry: Feb 29, 2024. The parties have ratified a 3-year agreement effective Mar 1, 2024 to Apr 30, 2027 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
CGSB - Level 2	\$55.58	\$57.36	\$58.63
CWB Level 2	\$46.69	\$48.12	\$49.12
Pipeline Level 2	\$56.32	\$58.13	\$59.44

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

Parties: Aeroplan  
AND  
Unifor local 2002

Previous Contract Expiry: Dec 31, 2024. The parties have ratified a 2-year agreement effective Jan 1, 2025 to Dec 31, 2025.

**Note:**

Agreement transitions into the Air Canada Mainline agreement on January 1, 2026.

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Parties: Rogers Communications  
AND  
International Brotherhood of Electrical Workers local 213

26 unionized employees. The parties have ratified an agreement.

**Note:**

Lockout lifted March 28, 2025.

IBEW 213 has filed an Unfair Labour Practices complaint with the Canada Industrial Relations Board (CIRB).

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Parties: Seaspan Ferries Corporation  
AND  
Seafarer's International Union

Previous Contract Expiry: Sep 30, 2020. The parties have ratified a 4-year agreement effective Oct 1, 2020 to Sep 30, 2024 that provides general wage increases as follows:

Oct 1, 2020	2.00%			
Oct 1, 2021	2.50%			
Oct 1, 2022	2.00%			
Oct 1, 2023	2.00%			
Hourly Wage		Year 1	Year 2	Year 3
Able Seaman		\$36.83	\$37.75	\$39.27
Cook		\$37.86	\$38.81	\$40.38
Storekeeper		\$35.83	\$36.75	\$38.27

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Parties: Swissport (Ground handling)  
AND  
International Association of Machinists and Aerospace Workers local 16

The parties have ratified an agreement.

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Parties: Telecommunication Workers Union (USW 1944)  
AND  
United Steelworkers local 2009

Previous Contract Expiry: Dec 31, 2023. The parties have ratified a 3-year agreement effective Jan 1, 2024 to Jun 30, 2027 that provides general wage increases as follows:

Jan 1, 2024	5.00%			
Jan 1, 2025	2.00%			
Jan 1, 2026	2.00%			
Annual Salary		Year 1	Year 2	Year 3
Local Union Rep		\$100,506.00	\$102,516.00	\$104,566.00
Senior Rep		\$105,531.00	\$107,642.00	\$109,795.00

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Parties: Western Pacific Marine Ltd  
AND  
Canadian Merchant Service Guild

Previous Contract Expiry: Sep 30, 2023. The parties have ratified a 5-year agreement effective Oct 1, 2023 to Mar 31, 2028 that provides general wage increases as follows:

Oct 1, 2023	6.50%			
Apr 1, 2024	3.00%			
Apr 1, 2025	3.00%			
Apr 1, 2026	3.00%			
Apr 1, 2027	3.00%			
Hourly Wage		Year 1	Year 2	Year 3
Master		\$45.19	\$46.55	\$47.95
Mates		\$41.08	\$42.31	\$43.58
Deckhand		\$31.12	\$32.05	\$33.01

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## PUBLIC SECTOR

### EDUCATION

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

Previous Contract Expiry: Mar 31, 2024. The parties have ratified a 4-year agreement effective Apr 1, 2024 to Mar 31, 2028 that provides general wage increases as follows:

Apr 1, 2024	10.00%			
Apr 1, 2025	4.00%			
Apr 1, 2026	4.00%			
Apr 1, 2027	4.00%			
Hourly Wage		Year 1	Year 2	Year 3
ECE assistant		\$20.57	\$21.39	\$22.25
ECE		\$22.01	\$22.89	\$23.80
Janitor		\$19.01	\$19.77	\$20.56

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## **FEDERAL GOVERNMENT**

Parties: Canada Post Corporation  
AND  
Public Service Alliance of Canada (Union of Postal Communication Employees)

Previous Contract Expiry: Aug 31, 2024. The parties have ratified a 2-year agreement effective Sep 1, 2024 to Aug 31, 2026 that provides general wage increases as follows:

Sep 1, 2024      5.00%

Note:

April 8, 2025 - PSAC-UPCE agreed with employer to defer negotiations until 2026.

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## **HEALTH CARE AND SOCIAL ASSISTANCE**

Parties: Lifelabs  
AND  
B.C. General Employee's Union (BCGEU)

Previous Contract Expiry: Mar 31, 2024; 1,200 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2024 to Mar 31, 2027.

Note:

Nov 2024 - Strike vote.

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## **MUNICIPAL GOVERNMENT**

Parties: Central Okanagan, Regional District of  
AND  
Canadian Union of Public Employees local 338

Previous Contract Expiry: Dec 31, 2024. The parties have ratified a 3-year agreement effective Jan 1, 2025 to Dec 31, 2027 that provides general wage increases as follows:

Jul 1, 2025	4.00%			
Jul 1, 2026	4.00%			
Jul 1, 2027	3.50%			
Hourly Wage		Year 1	Year 2	Year 3
Level 13		\$60.99	\$63.43	\$65.65
Level 7		\$43.89	\$45.65	\$47.24
Level 1		\$31.59	\$32.86	\$34.01

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Parties: Kitimat, District of  
AND  
Unifor local 2300

Previous Contract Expiry: Dec 31, 2024. The parties have ratified a 4-year agreement effective Jan 1, 2025 to Dec 31, 2028 that provides general wage increases as follows:

Jan 1, 2025	7.00%			
Jan 1, 2026	5.75%			
Jan 1, 2027	5.00%			
Jan 1, 2028	5.00%			
Hourly Wage		Year 1	Year 2	Year 3
Salary Group 1		\$31.95	\$33.79	\$35.48
Salary Group 7		\$40.91	\$43.26	\$45.42
Salary Group 14		\$55.99	\$59.20	\$62.16

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Parties: Lake Country, District of  
AND  
Canadian Union of Public Employees local 338

Previous Contract Expiry: Dec 31, 2024. The parties have ratified a 3-year agreement effective Jan 1, 2025 to Dec 31, 2027 that provides general wage increases as follows:

Apr 1, 2025	4.75%			
Apr 1, 2026	3.00%			
Apr 1, 2027	3.00%			
Hourly Wage		Year 1	Year 2	Year 3
Pay Grade 16 Senior Building		\$53.94	\$55.55	\$57.22
Pay Grade 10		\$40.63	\$41.85	\$43.11
Pay Grade 3		\$28.25	\$29.10	\$29.97

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Parties: Lake Cowichan, Town of  
AND  
United Steelworkers local 1-1937

Previous Contract Expiry: Jun 14, 2024. The parties have ratified a 4-year agreement effective Jun 15, 2024 to Jun 14, 2028 that provides general wage increases as follows:

Jun 15, 2024	5.50%			
Jun 15, 2025	5.00%			
Jun 15, 2026	3.00%			
Jun 15, 2027	3.00%			
Hourly Wage		Year 1	Year 2	Year 3
Category 1		\$36.00	\$37.80	\$38.93
Foreman		\$40.12	\$42.12	\$43.39
Category 3		\$37.53	\$39.41	\$40.59

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## **TRADES & SERVICES**

Parties: Canadian Broadcast Corporation (CBC) - Radio-Canada  
AND  
Canadian Media Guild

Previous Contract Expiry: Mar 31, 2024. The parties have ratified a 3-year agreement effective Apr 1, 2024 to Mar 31, 2027 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Band 1	\$19.87	—	—
Band 6	\$28.74	—	—
Band 12	\$38.62	—	—

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

Parties: Western Pacific Marine (Kootenay Ferry Division)  
AND  
B.C. General Employee's Union (BCGEU)

Previous Contract Expiry: Mar 31, 2024; 80 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2024 to Mar 31, 2027.

**Note:**

April 9, 2025 - parties agree to end strike April 11, 2025 and hear binding recommendations.

March 31 2025 - Vince Ready appointed as mediator.

March 20, 2025 - overtime ban.

Oct 2024 Kootenay Lake ferry has had its trips across the lake reduced by 50 per cent during the job action.

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