

SETTLEMENTS

June 1 to July 31, 2025

PRIVATE SECTOR

ACCOMMODATION AND FOOD SERVICES

Parties: Fresh St Market (Surrey)
AND
United Food & Commercial Workers local 247

Previous Contract Expiry: Dec 11, 2023. The parties have ratified a 4-year agreement effective Dec 12, 2023 to Dec 11, 2027 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Meat Cutter entry	\$22.52	\$22.80	\$23.09
Service Specialist entry	\$18.06	\$18.42	\$18.79
Meat Cutter max	\$31.63	\$32.02	\$32.42

Parties: Gate Gourmet - YVR
AND
Unite Here local 40

Previous Contract Expiry: Jun 30, 2025; 240 unionized employees. The parties have ratified a 4-year agreement effective Jul 1, 2025 to Jun 30, 2029.

Note:
14% wage increase by Jul 2028

Parties: Simran's No Frills #7488
AND
United Food & Commercial Workers local 247

Previous Contract Expiry: Nov 22, 2023. The parties have ratified a 6-year agreement effective Nov 23, 2023 to Nov 11, 2029 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Full-time Clerk Start	\$17.00	—	—
24 months	\$18.00	—	—
36 months	\$18.50	—	—

Note:
Wage increases of \$0.30 in each year of CBA

CONSTRUCTION

Parties: Construction Labour Relations Association (Copcan - Shop)
AND
United Brotherhood of Carpenters and Joiners of America local 527

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:

Hourly Wage	Year 1	Year 2	Year 3
HDM/Welder L2	\$57.99	–	–
(total package)			

Parties: Construction Labour Relations Association (Copcan)
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:

May 4, 2025	3.00%			
May 3, 2026	2.00%			
May 2, 2027	2.00%			
Hourly Wage	Year 1	Year 2	Year 3	
Utility Foreperson	\$44.63	–	–	
Compactor Operator	\$37.85	–	–	
Mechanic/Welder Level 2	\$46.97	–	–	

Note:

2026 and 2027 increases based upon annual CPI

Parties: Construction Labour Relations Association (Copcan)
AND
United Brotherhood of Carpenters and Joiners of America local 527

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:

Hourly Wage	Year 1	Year 2	Year 3
Carpenter L2	\$53.98	–	–
(total package)			

Parties: Construction Labour Relations Association (Independent Boilermakers)
AND
Boilermakers local 359

Previous Contract Expiry: May 17, 2025. The parties have ratified a 3-year agreement effective May 18, 2025 to Apr 30, 2028 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Journeyperson (total)	\$75.05	\$76.98	\$78.97

Note:

List of signatory contractors on p.46

Parties: Construction Labour Relations Association (Pile Drivers Standard)
AND
Pile Drivers, Divers, Bridge, Dock and Wharf Builders local 2404

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:

Hourly Wage	Year 1	Year 2	Year 3
Foreperson	\$59.92	–	–
Pile Driver	\$52.24	–	–
Entry level	\$28.73	–	–

Note:

Total increase for 2026 and 2027 will be calculated based on the % annual CPI increase.

FORESTRY

Parties: La-kwa-sa-muqw Forestry LP (LKSM)
AND
United Steelworkers local 1-1937

Previous Contract Expiry: Jun 14, 2024. The parties have ratified an agreement effective Jun 15, 2024.

TRADES & SERVICES

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

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:

Jan 1, 2025	4.00%
Jan 1, 2026	4.00%
Jan 1, 2027	3.00%

Note:

Tentative agreement reached June 25, 2025

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: BC Maritime Employers Association (Ship and Dock Foremen)
AND
International Longshore and Warehouse Union local 514

Previous Contract Expiry: Mar 31, 2023; 730 unionized employees. The parties have ratified a 4-year agreement effective Apr 1, 2023 to Mar 31, 2027.

Note:

Nov 12 2024 - Federal government orders binding arbitration

Nov 1 2024 - 72-hour Strike notice given by BCMEA

June 19 2024 - BCMEA offer rejected and strike vote passed

May 10 2024 - BCMEA filed a complaint with the Canada Industrial Relations Board

Feb 2024 - conciliation bargaining underway with deadline of March 19, 2024

Parties: Cascade Aerospace
AND
Unifor local 114

Previous Contract Expiry: Mar 31, 2025; 280 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2025 to Mar 31, 2028 that provides general wage increases as follows:

Mar 30, 2025	7.00%
Apr 1, 2026	3.00%
Apr 1, 2027	3.00%

Parties: Rogers Communications
AND
United Steelworkers local 1944

Previous Contract Expiry: Mar 31, 2025. The parties have ratified an agreement effective Apr 1, 2025.

Note:

July 21, 2025: Bargaining resuming

June 16, 2025: Strike notice issued

Parties: Rogers Communications (Vancouver)
AND
United Steelworkers local 1944

Previous Contract Expiry: Mar 22, 2023. The parties have ratified a 5-year agreement effective Mar 23, 2023 to Mar 23, 2028 that provides general wage increases as follows:

Mar 23, 2023	3.00%			
Mar 23, 2024	2.75%			
Mar 23, 2025	2.75%			
Mar 23, 2026	3.00%			
Mar 23, 2027	2.75%			
Hourly Wage		Year 1	Year 2	Year 3
Journeyman Technicians		\$43.79	\$44.99	\$46.23

PUBLIC SECTOR

FEDERAL GOVERNMENT

Parties: Canada Post
AND
Association of Postal Officials of Canada (APOC)

Previous Contract Expiry: Feb 28, 2025. The parties have ratified a 1-year agreement effective Mar 1, 2025 to Feb 28, 2026 that provides general wage increases as follows:

Apr 1, 2025 5.00%

Note:

March 2025 - negotiations deferred until March 1, 2026 with a 5% pay increase April 1, 2025

Parties: Canada Post Corporation
AND
Canadian Postmasters & Assistants Association

Previous 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	6.00%
Jan 1, 2025	3.00%
Jan 1, 2026	2.00%

MUNICIPAL GOVERNMENT

Parties: New Westminster, City of (Firefighter)
AND
International Association of Fire Fighters (IAFF) local 256

Previous Contract Expiry: Dec 31, 2022. The parties have ratified a 4-year agreement effective Jan 1, 2023 to Dec 31, 2026 that provides general wage increases as follows:

Jan 1, 2023	4.50%		
Jan 1, 2024	4.50%		
Jan 1, 2025	5.00%		
Jan 1, 2026	4.50%		
Monthly Salary	Year 1	Year 2	Year 3
4th Year	\$9,363.00	\$9,784.00	\$10,273.00

Parties: Vancouver, City of (Electrical)
AND
International Brotherhood of Electrical Workers local 213

Previous Contract Expiry: Dec 31, 2022. The parties have ratified a 4-year agreement effective Jan 1, 2023 to Dec 31, 2026 that provides general wage increases as follows:

Jan 1, 2023	4.50%
Jan 1, 2024	4.00%
Jan 1, 2025	3.50%
Jan 1, 2026	3.00%

Parties: Vancouver, City of (Inspectors and Technicians)
AND
International Brotherhood of Electrical Workers local 213

Previous Contract Expiry: Dec 31, 2022. The parties have ratified a 4-year agreement effective Jan 1, 2023 to Dec 31, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Inspector 1 Step 3	\$49.71	\$51.70	\$53.51
Technician I Step 1	\$43.20	\$44.93	\$46.50
Technician II Step 5	\$58.78	\$61.13	\$63.27

TRADES & SERVICES

Parties: Commissionaires BC (Victoria and Yukon)
AND
Public Service Alliance of Canada local 20500

Previous Contract Expiry: Mar 31, 2025; 470 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2025 to Mar 31, 2028.
