

SETTLEMENTS

February 1 to March 31, 2026

PRIVATE SECTOR

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 a 6-year agreement effective Jun 15, 2024 to Jun 14, 2030.

Note:

Wage increases of 19-22% over 6-year term.

Jan 17, 2026 tentative agreement announced.

Sept 2025: LKSM taking legal action, claiming bad faith bargaining.

MANUFACTURING

Parties: Wexxar Bel
AND
International Association of Machinists and Aerospace Workers local 250

102 unionized employees. The parties have ratified an agreement.

TRADES & SERVICES

Parties: BC Public Service Agency (Government Licensed Professionals)
AND
Professional Employees Association

Previous Contract Expiry: Mar 31, 2025. The parties have ratified a 4-year agreement effective Apr 1, 2025 to Mar 31, 2029 that provides general wage increases as follows:

Apr 1, 2025	3.00%
Apr 1, 2026	3.00%
Apr 1, 2027	3.00%
Apr 1, 2028	3.00%

Note:

Mar 12, 2026 tentative agreement announced.
Oct 27, 2025: bargaining resumes.
August 6, 2025: Impasse declared in negotiations.

PUBLIC SECTOR

EDUCATION

Parties: BC Public School Employers' Association (teachers)
AND
British Columbia Teachers Federation

Previous Contract Expiry: Jun 30, 2025; 52,000 unionized employees. The parties have ratified a 3-year agreement effective Jul 1, 2025 to Jun 30, 2028 that provides general wage increases as follows:

Jul 1, 2025	3.00%
Jul 1, 2026	3.00%
Jul 1, 2027	3.00%

Note:

Feb 9, 2026 Tentative agreement announced.
Jan 14, 2026 bargaining impasse announced.

HEALTH CARE AND SOCIAL ASSISTANCE

Parties: Health Employers Association of British Columbia (HEABC)
AND
Community Bargaining Association (CBA) (HEU, UFCW, CUPE, HSA, USW, CLAC and BCNU)

Previous Contract Expiry: Mar 31, 2025; 27,000 unionized employees. The parties have ratified a 4-year agreement effective Apr 1, 2025 to Mar 31, 2029 that provides general wage increases as follows:

Apr 1, 2025	3.00%
Apr 1, 2026	3.00%
Apr 1, 2027	3.00%
Apr 1, 2028	3.00%

Note:

Feb 2026 bargaining scheduled.
Nov 27 Strike vote passed with 92.5%.

Parties: Health Employers Association of British Columbia (HEABC)
AND
Health Science Professionals Bargaining Association (HSA, BCGEU, CUPE, PEA, HEU)

Previous Contract Expiry: Mar 31, 2025; 25,000 unionized employees. The parties have ratified a 4-year agreement effective Apr 1, 2025 to Mar 31, 2029 that provides general wage increases as follows:

Apr 1, 2025	3.00%
Apr 1, 2026	3.00%
Apr 1, 2027	3.00%
Apr 1, 2028	3.00%

Note:

Feb 23, 2026: Tentative agreement announced.

Jan 16, 2026: Negotiations suspended.

Dec 18, 2025: Strike vote approved.

MUNICIPAL GOVERNMENT

Parties: Capital Regional District
AND
Canadian Union of Public Employees local 1978

Previous Contract Expiry: Dec 31, 2024; 1,200 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2025 to Dec 31, 2028.

PUBLIC SERVICES

Parties: Fraser Valley Regional Library
AND
Canadian Union of Public Employees local 1698

Previous Contract Expiry: Dec 31, 2024; 300 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2025 to Dec 31, 2029.

Note:

Mar 5, 2026: Tentative agreement reached with wage increase of over 13% over term.

Mar 3 2026: Employer issued 72-hour Lockout notice.

Parties: Nanaimo, City of
AND
Canadian Union of Public Employees local 401

Previous Contract Expiry: Dec 31, 2025; 760 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2026 to Dec 31, 2028 that provides general wage increases as follows:

Jan 1, 2026	4.00%
Jan 1, 2027	4.00%
Jan 1, 2028	4.00%

Parties: Surrey, City of (Firefighter)
AND
International Association of Fire Fighters (IAFF) local 1271

Previous Contract Expiry: Dec 31, 2024. The parties have ratified a 2-year agreement effective Jan 1, 2025 to Dec 31, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2
Training wage	\$26.53	\$41.29
4th Year	\$56.44	\$58.98
Head Mechanic	\$67.67	\$71.57

Parties: White Rock, City of (Firefighter)
AND
International Association of Fire Fighters (IAFF) local 2407

Previous 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	3.50%
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
Fire Fighter 4th Year	\$8,960.00	\$9,363.00	\$9,784.00