

SETTLEMENTS

April 1 to May 31, 2026

PRIVATE SECTOR

CONSTRUCTION

Parties: BC Regional Council of Carpenters
AND
MoveUp local 378

Previous Contract Expiry: Jul 31, 2024. The parties have ratified a 4-year agreement effective Aug 1, 2024 to Apr 30, 2028 that provides general wage increases as follows:

Aug 1, 2024	2.00%
Aug 1, 2025	2.50%
Aug 1, 2026	2.50%
Aug 1, 2027	2.50%

Note:

Final offer vote rejected April 29, 2025.

CROWN CORPORATIONS

Parties: BC Ferry and Marine Workers Union
AND
MoveUp local 378

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

Aug 1, 2025	2.85%
Aug 1, 2026	4.00%
Aug 1, 2027	4.00%
Aug 1, 2028	4.00%

EDUCATION

Parties: Berlitz Canada Inc
AND
MoveUp local 378

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

Apr 1, 2026	1.00%
Apr 1, 2027	3.00%

HEALTH CARE AND SOCIAL ASSISTANCE

Parties: Lu'ma Native Housing Society
AND
MoveUp local 378

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	3.00%		
Jan 1, 2026	3.00%		
Jan 1, 2027	3.00%		
Annual Salary	Year 1	Year 2	Year 3
Category 10	\$127,868.00	\$131,804.00	\$135,655.00
Category 5	\$81,046.00	\$83,478.00	\$85,982.00
Category 2	\$64,453.00	\$66,387.00	\$68,379.00

MANUFACTURING

Parties: Inter-Kraft Contracting Ltd.
AND
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers local 359

Previous Contract Expiry: Feb 28, 2026; 5 unionized employees. The parties have ratified a 3-year agreement effective Mar 1, 2026 to Feb 28, 2029 that provides general wage increases as follows:

Mar 1, 2026	7.00%
Mar 1, 2027	3.00%
Mar 1, 2028	3.00%

Hourly Wage	Year 1	Year 2	Year 3
Lead Hand	\$41.37	\$42.61	\$43.89
Fabricator	\$35.43	\$36.49	\$37.58
Helper	\$25.15	\$25.90	\$26.68

TRADES & SERVICES

Parties: Dexterra Group
AND
Service Employees International Union (SEIU) local 2

The parties have ratified a 2-year agreement.

Note:
\$1/hour increase each year

Parties: SALAL Sexual Violence Support (previously WAVAW)
AND
MoveUp local 378

Previous Contract Expiry: Jan 31, 2026. The parties have ratified a 3-year agreement effective Feb 1, 2026 to Jan 31, 2029 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Support	\$55,000.00	–	–
Coordinator	\$62,000.00	–	–
Strategist	\$79,000.00	–	–

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: BC Hydro
AND
International Brotherhood of Electrical Workers local 258

1,989 unionized employees. The parties have ratified an agreement.

Note:
Tentative agreement reached Apr 27, 2026

Parties: Canadian Pacific Kansas City (CPKC) (Signals and Communications)
AND
International Brotherhood of Electrical Workers local System Council 11

300 unionized employees. The parties have ratified an agreement.

Note:

300 employees Canada wide

Parties: Uber Victoria
AND
United Food & Commercial Workers local 1518

Previous Contract Expiry: Apr 27, 2026. The parties have ratified a 4-year agreement effective Apr 28, 2026.

Note:

Tentative agreement reached April 16 2026

\$250 signing bonus

Quarterly bonus based on number of trips

Parties: Victoria Shipyards
AND
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and
Helpers local 191

Previous Contract Expiry: Feb 28, 2026. The parties have ratified a 5-year agreement effective Mar 1, 2026 to Feb 28, 2031 that provides general wage increases as follows:

Mar 1, 2026	16.00%
Mar 1, 2027	5.00%
Mar 1, 2028	3.50%
Mar 1, 2029	3.00%
Mar 1, 2030	3.00%

Note:

COLA provisions 2029 and 2030 to a maximum of 5%

PUBLIC SECTOR

CROWN CORPORATIONS

Parties: BC Assessment Authority
AND
Canadian Union of Public Employees local 1767

Previous Contract Expiry: Mar 31, 2025; 639 unionized employees. The parties have ratified a 3-year agreement effective Apr 1, 2025 to Mar 31, 2028.

EDUCATION

Parties: BC Public School Employers' Association (Support Staff)
AND
K-12 Provincial Bargaining Committee

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

Note:
Apr 13, 2026 Tentative agreement reached

Parties: U-Hill Kinderclub
AND
B.C. General Employee's Union (BCGEU)

Previous Contract Expiry: Dec 31, 2025. 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	3.00%
Jan 1, 2027	3.00%
Jan 1, 2028	3.00%

Hourly Wage	Year 1	Year 2	Year 3
Senior ECE	\$36.87	\$37.98	\$39.88
ECE	\$28.43	\$29.28	\$30.74
Auxiliary	\$22.75	\$23.44	\$24.61

Parties: University of British Columbia (support services)
AND
Canadian Union of Public Employees local 116

2,731 unionized employees. The parties have ratified an agreement.

HEALTH CARE AND SOCIAL ASSISTANCE

Parties: Community Social Services Employers Association (CSSEA)
AND
Community Social Services Bargaining Association (BCGEU, HEU, UFCW, CUPE, HSA, CSWU, USW, SEIU, CLAC and BCNU)

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:

April 24, 2026: Three tentative agreements reached based on the Balanced Measures Mandate

Parties: Health Employers Association of British Columbia (HEABC)
AND
Ambulance Paramedics and Ambulance Dispatchers Bargaining Association

Previous Contract Expiry: Mar 31, 2025; 6,000 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 20, 2026: Agreement in principle announced

Feb 18, 2026: Strike vote passed

Dec 30, 2025: Negotiations break down

Parties: Health Employers Association of British Columbia (HEABC)
AND
Resident Doctors of BC

Previous Contract Expiry: Mar 31, 2025; 1,400 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%

MUNICIPAL GOVERNMENT

Parties: Delta, City of and Delta Police Board (Civilians)
AND
Canadian Union of Public Employees local 454

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	3.50%
Jan 1, 2026	3.50%
Jan 1, 2027	3.50%

Parties: District of Summerland
AND
International Brotherhood of Electrical Workers local 213

Previous Contract Expiry: Dec 31, 2025; 130 unionized employees. The parties have ratified a 4-year agreement effective Jan 1, 2026 to Dec 31, 2029 that provides general wage increases as follows:

Jan 1, 2026	3.50%
Jan 1, 2027	3.50%
Jan 1, 2028	3.50%
Jan 1, 2029	3.75%

Hourly Wage	Year 1	Year 2	Year 3
Foreman	\$68.48	\$70.88	\$73.36
Chargehand	\$63.85	\$66.08	\$68.39
Powerline Technician	\$62.21	\$64.39	\$66.64

Parties: Metro Vancouver Regional District
AND
International Brotherhood of Teamsters local 31

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	3.50%
Jan 1, 2026	3.50%
Jan 1, 2027	3.00%

Note:

Apr 3, 2027: wage increase of \$0.25/hour

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

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	3.50%
Jan 1, 2026	3.50%
Jan 1, 2027	3.00%

Parties: New Westminster, City of (Electrical Operations)
AND
International Brotherhood of Electrical Workers local 213

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

Apr 1, 2025	3.50%
Apr 1, 2026	3.50%
Apr 1, 2027	3.00%

Note:

July 1 2027 additional \$0.25/hour

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

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	3.50%
Jan 1, 2026	3.50%
Jan 1, 2027	3.00%

Note:

Mar 28, 2027: additional \$0.25/hour

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

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	3.50%
Jan 1, 2026	3.50%
Jan 1, 2027	3.00%

Note:

Apr 1, 2027: additional increase of \$0.25/hour

Parties: Saanich, District of
AND
Canadian Union of Public Employees local 2011

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

Parties: White Rock, City of
AND
Canadian Union of Public Employees local 718

Previous Contract Expiry: Dec 31, 2024; 156 unionized employees. 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	3.50%
Jan 1, 2026	3.50%
Jan 1, 2027	3.50%

PUBLIC SERVICES

Parties: Comox Valley, Regional District of
AND
Canadian Union of Public Employees local 556

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, 2026	4.00%
Jan 1, 2027	5.00%

Note:

Jan 1, 2025: additional \$2/hour

Parties: Delta Police Board
AND
Delta Police Association

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	5.00%
Jan 1, 2026	4.50%

Note:

2027 wage increase will match the rate for 1st Class Constable in Vancouver

Parties: Delta, City of (Firefighters)
AND
International Association of Fire Fighters (IAFF) local 1763

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

Jan 1, 2025	5.00%
Jan 1, 2026	4.50%

Parties: Langley, City of (Firefighter)
AND
International Association of Fire Fighters (IAFF) local 3253

Previous 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	3.50%			
Jan 1, 2023	4.50%			
Jan 1, 2024	4.50%			
Monthly Salary	Year 1	Year 2	Year 3	
4th Year	\$8,960.00	\$9,363.00	\$9,784.00	

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

Previous Contract Expiry: Dec 31, 2024; 750 unionized employees. The parties have ratified an agreement effective Jan 1, 2025.

Note:
May 24, 2026: overtime ban
May 22, 2026: 72-hour Strike notice given
March 14, 2026: strike vote passed

Parties: North Vancouver, District of (Firefighters)
AND
International Association of Fire Fighters (IAFF) local 1183

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:

Jan 1, 2025	5.00%		
Jan 1, 2026	4.50%		
Monthly Salary		Year 1	Year 2
4th Year		\$10,273.00	\$10,735.00

Parties: Vancouver, City of (Firefighter)
AND
International Association of Fire Fighters (IAFF) local 18

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:

Jan 1, 2025	5.00%
Jan 1, 2026	4.50%

Parties: West Vancouver Police Board
AND
West Vancouver Police Association

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	5.00%
Jan 1, 2026	4.50%

Note:
Jan 1, 2027 wage increase will match Vancouver

TRADES & SERVICES

Parties: Legal Aid BC
 AND
 Association of Legal Aid Lawyers

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%
