

# COLLECTIVE BARGAINING BULLETIN



Business Council of  
British Columbia  
Est. 1966

Volume 53, Issue 2, Apr/May 2021

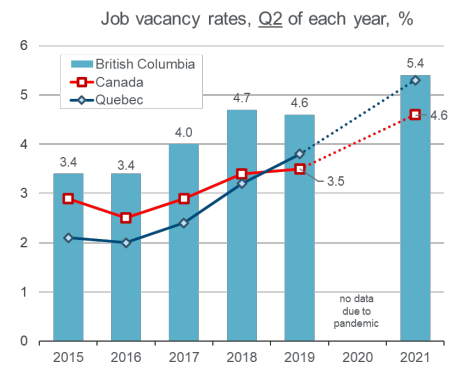
## B.C.'S AVERAGE JOB VACANCY RATE HIGHEST IN CANADA

Amid increasing reports of hiring challenges, recent data from Statistics Canada confirms high and rising job vacancy rates in the province.

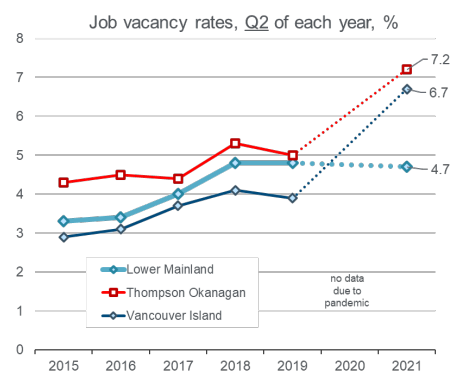
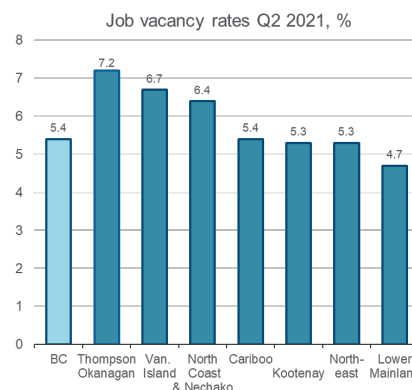
According to the most recent Job Vacancy Survey, 5.4% of all employment positions were unfilled in the second quarter of the year. As businesses continue to realign resources and in some instances expand, B.C. stands out as having the highest job vacancy rate of any province (although Quebec's rate is just a tick lower).

Other noteworthy results from the Survey include:

- B.C.'s job vacancy rate is the highest since the Survey was initiated in 2015. (It is probably the highest rate ever seen in B.C., except perhaps for the 2005-2008 expansion period.)
- Within B.C., the Thompson-Okanagan (7.2%) and Vancouver Island (6.7%) regions have the highest job vacancy rates.



Source: Statistics Canada, Table 14-10-0325-01.



Source: Statistics Canada, Table 14-10-0325-01.

- Hiring challenges are much more significant in these regions than in the Lower Mainland, where the vacancy rate is a comparatively low 4.7%, and unchanged from the second quarters of 2018 and 2019 (data were not collected in 2020 because of the pandemic).

- In contrast, vacancy rates have surged in the interior and on the island.
- Across industries, the highest job vacancy rate is in the accommodation sector (11.6%) followed by support activities for mining and oil and gas (drilling, exploration, etc.), and then food services (9.5%).

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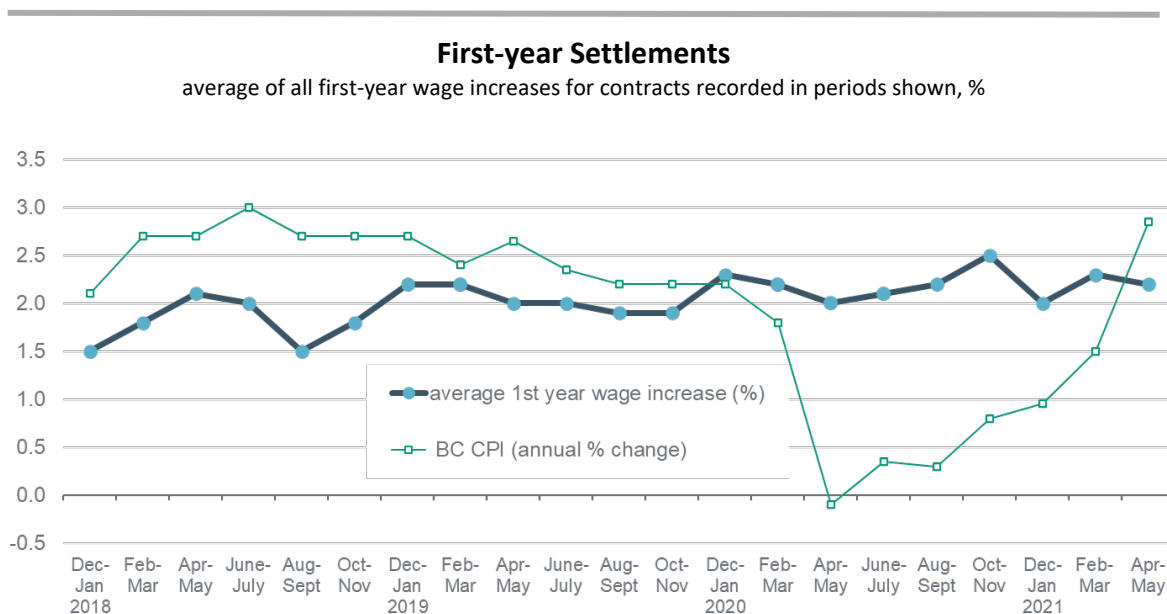
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## Wage Settlement Data, First-year Increases

MONTHS	NUMBER OF CONTRACTS			AVG. FIRST-YEAR WAGE INCREASES, %		
	Public Sector	Private Sector	All Agreements	Public Sector	Private Sector	All Agreements
<b>2020</b>						
Apr/May	17	19	36	2.0	2.0	2.0
June/July	29	19	48	2.1	2.1	2.1
Aug/Sept	15	12	27	2.4	1.9	2.2
Oct/Nov	22	18	40	2.2	3.0	2.5
Dec/Jan	16	8	24	2.0	2.2	2.0
<b>2021</b>						
Feb/Mar	6	21	27	2.3	2.3	2.3
Apr/May	12	20	32	2.2	2.4	2.2
<b>Total / Avg past 12 months</b>	<b>100</b>	<b>98</b>	<b>198</b>	<b>2.2</b>	<b>2.3</b>	<b>2.2</b>

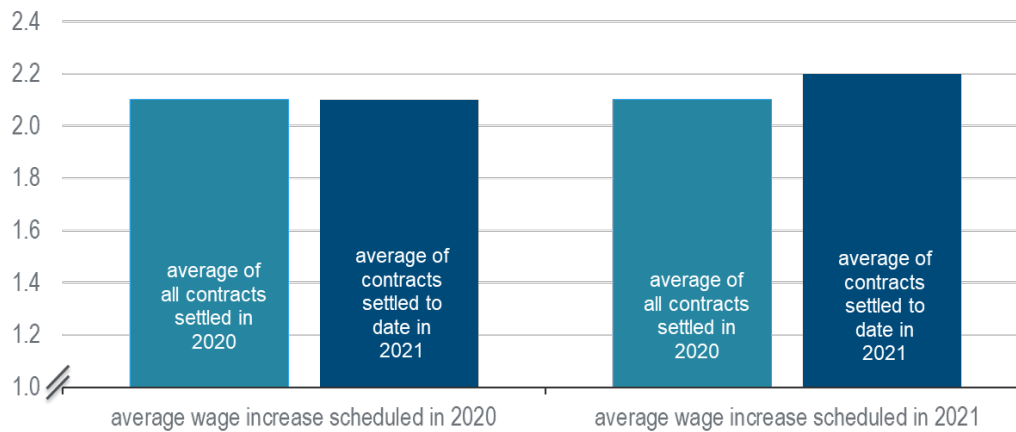
The 12-month all-industry average wage settlement has stayed steady at 2.2%. The public sector and the private sector 12-month average were 2.2% and 2.3% respectively in Apr/May 2021.



Source: B.C. bargaining database, wage increases are averages of all wage increases for the first year of all B.C. collective bargaining contracts entered into the database over the two-month periods shown. B.C. CPI data are from Statistics Canada.

## Scheduled Wage Increases

average of all wage increases scheduled for 2020 and 2021, %



Source: B.C. bargaining database, wage increases are averages of all wage increases scheduled for 2020 and 2021 of all B.C. collective bargaining contracts entered into the database for periods shown.

## Supplementary Wage Settlement Data

MONTHS	AVG. WAGE INCREASES SCHEDULED FOR 2020, %			AVG. WAGE INCREASES SCHEDULED FOR 2021, %		
	Public Sector	Private Sector	All Agreements	Public Sector	Private Sector	All Agreements
<b>2020</b>						
Apr/May	2.0	2.1	2.1	2.0	2.2	2.1
June/July	2.1	2.3	2.1	2.1	2.2	2.1
Aug/Sept	2.0	2.3	2.1	2.0	2.0	2.0
Oct/Nov	1.9	3.0	2.3	1.8	1.9	1.9
Dec/Jan	2.1	2.3	2.2	2.2	2.4	2.2
<b>2021</b>						
-Feb/Mar	2.2	1.8	1.9	2.2	2.1	2.1
Apr/May	2.3	2.4	2.3	2.1	2.3	2.2
<b>Avg YTD 2021</b>	<b>2.3</b>	<b>2.1</b>	<b>2.1</b>	<b>2.2</b>	<b>2.2</b>	<b>2.2</b>

Notes: The wage increases in the above table are averages of increases scheduled for the years indicated. The table on the previous page contains average wage increases for the first-year of a contract. The averages differ slightly because delays in contract negotiations mean that sometimes first-year increases are for a year that is in the past. For example, a contract may have expired in 2019 but not be renegotiated and settled until mid-2020. In this case, the first-year increase would reflect the negotiated wage increase for 2019 whereas the data in the above table are adjusted so that the negotiated wage increase scheduled for 2020 is used to calculate the average for 2020. In this example the increase would be the second-year wage increase rather than the first year.

## SETTLEMENTS

April 1, 2021 to May 31, 2021

### PRIVATE SECTOR

#### EDUCATION

Parties: Vancouver Talmud Torah School  
AND  
British Columbia Government & Service Employees' Union

Contract expiry: Aug 31, 2019. The parties have ratified a 4-year agreement effective Sep 1, 2019 to Aug 31, 2023 that provides general wage increases as follows:

Sep 1, 2019	2.00%
Sep 1, 2020	2.00%
Sep 1, 2021	2.00%

Note:

Effective September 1, 2022, "me too" agreement for general wage increase negotiated for teachers in the Vancouver School District.

Tentative Agreement reached April 8, 2021.

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#### FOOD & BEVERAGE

Parties: Cartems Donut Inc.  
AND  
United Food & Commercial Workers local 1518

Contract expiry: Jan 31, 2021. The parties have ratified a 2-year agreement effective Feb 1, 2021 to Jan 31, 2023 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2
Front of House 1	\$15	\$15.40
Dishwasher	\$14.60	\$15.20
Assistant Sous Chef	\$18	\$18

Note:

Signed April 8, 2021.

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## **FORESTRY**

Parties: Dick's Lumber (Burnaby)  
AND  
United Steelworkers local 2009

Contract expiry: Jun 14, 2020. The parties have ratified a 5-year agreement effective Jun 15, 2020 to Jun 14, 2025 that provides general wage increases as follows:

Jun 15, 2020	3.25%
Jun 15, 2021	3.25%
Jun 15, 2022	2.00%
Jun 15, 2023	2.00%
Jun 15, 2024	2.00%

Hourly Wage	Year 1	Year 2	Year 3
Wage Grid A	\$19.65	\$20.49	\$20.90
Wage Grid B	\$17.75	\$18	\$18.36

Note:

Wage increases based on Wage Grid A (Employees at June 17, 2017).  
Signed March 31, 2021.

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## **HEALTH SERVICES**

Parties: Well-being Services Ltd. (Guildford Seniors Village)  
AND  
British Columbia Government & Service Employees' Union

Contract expiry: Jul 31, 2019. The parties have ratified a 3-year agreement effective Aug 1, 2019 to Jul 31, 2022.

Note:

Tentative agreement reached March 6. Online ratification process due to Covid-19 pandemic in May 2020.

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## **MANUFACTURING**

Parties: Encore Metals  
AND  
United Steelworkers local 2009

Contract expiry: Mar 31, 2020. The parties have ratified a 3-year agreement effective Apr 1, 2020 to Mar 31, 2022 that provides general wage increases as follows:

Apr 1, 2020	2.50%
Apr 1, 2021	2.50%
Apr 1, 2022	2.50%

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Hourly Wage	Year 1	Year 2	Year 3
Foreman	\$37.32	\$38.25	\$39.21
Shipper	\$33.89	\$34.74	\$35.61
Warehouseman	\$28.99	\$29.71	\$30.45

Note:

Wages based on Warehouse Staff.

Signed April 20, 2021.

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Parties: Lafarge Asphalt Technologies  
AND  
International Union of Operating Engineers local 115

Contract expiry: Feb 28, 2021. The parties have ratified a 3-year agreement effective Mar 1, 2021 to Feb 29, 2024 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Foreperson	\$36.89	\$37.38	\$37.88
Operator	\$29.39	\$29.88	\$30.38
Casual Worker	\$18.88	\$19.16	\$19.45

Note:

Percentage increases vary by job classification.

Signed April 16, 2021.

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Parties: Revolution Environmental Solutions LP (Terrapure) Prince George  
AND  
United Steelworkers local 2009

Contract expiry: Feb 28, 2021. The parties have ratified a 2-year agreement effective Mar 1, 2021 to Feb 28, 2023 that provides general wage increases as follows:

Mar 1, 2022      1.50%

Hourly Wage	Year 1	Year 2
Truck Driving	\$33.50	\$34
Warehouse Operator II	\$28.50	\$28.93
Admin Asst II	\$26.54	\$26.94

Note:

In lieu of retroactivity wages, each employee on the seniority list shall receive a bonus payment of \$1000.00.

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## MINING

Parties: Sukunka Natural Resources (Canadian Natural Resources)  
AND  
Unifor local 449

The parties have ratified an agreement.

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## TRADES & SERVICES

Parties: Bouygues Energies and Services Canada Ltd (JPOCSC)  
AND  
United Steelworkers local 2009

Contract expiry: Mar 31, 2019. The parties have ratified a 3-year agreement effective Apr 1, 2019 to Mar 31, 2022 that provides general wage increases as follows:

Apr 1, 2019	2.40%
Apr 1, 2020	2.00%
Apr 1, 2021	2.00%

Hourly Wage	Year 1	Year 2	Year 3
Housekeeper 1	\$17.62	\$18.03	\$0
Lead Hand	\$21.27	\$21.76	\$0
Maintenance Technician 4	\$35.78	\$36.61	\$0

Note:

April 1, 2021: CPI or 2%, whichever is greater.

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Parties: Canadian Northern Shield  
AND  
MoveUp local 378

Contract expiry: Sep 30, 2021. The parties have ratified a 2-year agreement effective Oct 1, 2021 to Sep 30, 2023 that provides general wage increases as follows:

Jan 1, 2022	1.50%
Jan 1, 2023	0.50%

Note:

Tentative Agreement reached April 2021.

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Parties: Compass Group Canada (Fraser Health Authority)  
AND  
United Steelworkers local 2009

Contract expiry: Sep 30, 2019. The parties have ratified a 3-year agreement effective Oct 1, 2019 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
General Help	\$16.72	\$16.97	\$17.37
Driver	\$18.54	\$18.79	\$19.19

Note:

Wage increases as follows: \$.20 in 2019; \$.45 in 2020; \$.45 in 2021; \$.20 in 2022.

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Parties: Hilton Vancouver Metrotown  
AND  
Unite Here local 40

145 unionized employees. The parties have ratified an agreement.

Note:

One-day Strike April 15, 2021, followed by Lock-out.  
72-hour strike notice given Feb 12, 2021.

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Parties: HT Pharmacy Ltd (Shoppers Dug Mart 279)  
AND  
United Food & Commercial Workers local 1518

Contract expiry: Dec 31, 2019. The parties have ratified a 3-year agreement effective Jan 1, 2020 to May 31, 2023.

Note:

Lump sum payments to all bargaining unit members in recognition of the contract year moving forward five months. Annual wage increases range between \$0.35 and \$0.45 each year.

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

Contract expiry: Dec 31, 2020. The parties have ratified a 3-year agreement effective Jan 1, 2021 to Dec 31, 2023 that provides general wage increases as follows:

Jan 1, 2021	2.50%
Jan 1, 2022	2.50%
Jan 1, 2023	2.50%

Note:

Tentative Agreement reached April 19, 2021.  
Wage increases for Category 2-9.  
Category 1 – Minimum 9.25% wage increase retroactive for 2021.

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Parties: Pacific Gateway Hotel  
AND  
Unite Here local 40

32 unionized employees. The parties have ratified an agreement.

Note:

72-hour Strike notice given March 11, 2021.

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Parties: St Eugene Resort Ltd Partnership  
AND  
British Columbia Government & Service Employees' Union

Contract expiry: Oct 31, 2020. The parties have ratified a 3-year agreement effective Nov 1, 2020 to Oct 31, 2023.

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Parties: Sun Village  
AND  
British Columbia Government & Service Employees' Union

Contract expiry: Dec 31, 2019. The parties have ratified a 5-year agreement effective Jan 1, 2020 to Dec 31, 2024 that provides general wage increases as follows:

May 12, 2021	1.50%
Apr 1, 2022	1.50%
Apr 1, 2023	2.00%
Apr 1, 2024	2.00%

Note:

One-time market adjustment upon ratification: \$0.62 for MSW and \$1.71 for Cooks.

Signing bonus: For employees as of the date of ratification, full-time employees will receive \$700, part-time employees will receive \$350, and casual employees will receive \$175.

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Parties: V.P. (Vancouver Police) Credit Union  
AND  
MoveUp local 378

Contract expiry: Dec 31, 2020. The parties have ratified a 2-year agreement effective Jan 1, 2021 to Dec 31, 2022 that provides general wage increases as follows:

Note:

Tentative agreement reached Feb 24, 2021. TA initially rejected Mar 5, 2021.

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Parties: Valleybrook Gardens Limited  
AND  
United Steelworkers local 2009

Contract expiry: Dec 31, 2020. The parties have ratified a 4-year agreement effective Jan 1, 2021 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2021	2.50%
Jan 1, 2022	2.00%
Jan 1, 2023	2.00%
Jan 1, 2024	1.75%

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

Parties: Safeway Services Ltd  
AND  
United Steelworkers local 2009

Contract expiry: Feb 28, 2021. The parties have ratified a 4-year agreement effective Mar 1, 2021 to Mar 1, 2025.

Note:

Signed March 12, 2021.

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## **PUBLIC SECTOR**

### **EDUCATION**

Parties: University of Northern British Columbia  
AND  
Faculty Association

Contract expiry: Jun 30, 2019; 448 unionized employees. The parties have ratified a 4-year agreement effective Jul 1, 2019 to Jun 30, 2023 that provides general wage increases as follows:

Jul 1, 2019	2.00%
Jul 1, 2020	2.00%
Jul 1, 2021	2.00%
Jul 1, 2022	2.00%

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Note:

March 16, 2021 - Tentative Agreement reached.

Nov 4, 2019 - Strike Notice given.

Faculty return to class Dec 2 and take grievance to LRB.

Dec 18, 2019 - Faculty and University agree to binding final-offer-selection arbitration.

Aug 2020 - Arbitration delayed, rescheduled for fall 2020.

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## **HEALTH SERVICES**

Parties: First Nations Health Authority  
AND  
Public Service Alliance of Canada local 22000

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

Apr 1, 2021	2.00%
Apr 1, 2022	2.00%
Apr 1, 2023	2.00%

Note:

Tentative agreement reached March 11, 2021.

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## **MUNICIPAL GOVERNMENT**

Parties: Delta, Corporation of (inside/outside workers)  
AND  
Canadian Union of Public Employees local 454

Contract expiry: Dec 31, 2020. The parties have ratified a 2-year agreement effective Jan 1, 2021 to Dec 31, 2022 that provides general wage increases as follows:

Jan 1, 2021	2.00%
Jan 1, 2022	2.00%

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Parties: Metro Vancouver Regional District  
AND  
Greater Vancouver Regional District Employees' Union

Contract expiry: Dec 31, 2019. The parties have ratified a 2-year agreement effective Jan 1, 2020 to Dec 31, 2021 that provides general wage increases as follows:

Jan 1, 2020	2.00%
Jan 1, 2021	2.00%

Note:

MOA signed March 16, 2021.

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Parties: Metro Vancouver Regional District  
AND  
Teamsters local 31

Contract expiry: Dec 31, 2019. The parties have ratified a 2-year agreement effective Jan 1, 2020 to Dec 31, 2021 that provides general wage increases as follows:

Jan 1, 2020	2.00%
Jan 1, 2021	2.00%

Note:

MOA signed Mar 16, 2021.

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Parties: New Westminster, City of (Police Board, Library Board, inside/outside workers)  
AND  
Canadian Union of Public Employees local 387

Contract expiry: Dec 31, 2019. The parties have ratified a 2-year agreement effective Jan 1, 2020 to Dec 31, 2021 that provides general wage increases as follows:

Jan 1, 2020	2.00%
Jan 1, 2021	2.00%

Note:

MOA signed March 19, 2021.

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Parties: Oak Bay Police Board  
AND  
Oak Bay Police Association

Contract expiry: Dec 31, 2019. The parties have ratified a 2-year agreement effective Jan 1, 2020 to Dec 31, 2021 that provides general wage increases as follows:

Jan 1, 2020	3.50%
Jan 1, 2021	2.50%

Note:

Wage increases for Police Constables and Sergeants.  
Different wage increases for other staff.

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Parties: Port Coquitlam, City of  
AND  
Canadian Union of Public Employees local 498

Contract expiry: Dec 31, 2020. The parties have ratified 2-year agreement effective Jan 1, 2021 to Dec 31, 2022 that provides general wage increases as follows:

Jan 1, 2021	2.00%
Jan 1, 2022	2.00%

Note:

MOA signed April 6, 2021.

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Parties: Sechelt, District of  
AND  
British Columbia Government & Service Employees' Union

Contract expiry: Dec 31, 2020. The parties have ratified a 3-year agreement effective Jan 1, 2021 to Dec 31, 2023 that provides general wage increases as follows:

Jan 1, 2021	2.00%
Jan 1, 2022	2.00%
Jan 1, 2023	2.00%

Hourly Wage	Year 1	Year 2	Year 3
Grid 1	\$17.25	\$17.59	\$17.95
Grid 8	\$30.68	\$31.29	\$31.92
Grid 15	\$40.79	\$41.60	\$42.43

Note:

Bargaining scheduled for Aug 2020. Signed May 2021.

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Parties: Vancouver Parks Board  
AND  
Canadian Union of Public Employees local 1004

Contract expiry: Dec 31, 2019. The parties have ratified a 3-year agreement effective Jan 1, 2020 to Dec 31, 2022 that provides general wage increases as follows:

Oct 1, 2020	2.00%
Jan 1, 2021	2.00%
Jan 1, 2022	2.00%

Note:

Tentative agreement reached April 1, 2021.

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Parties: Vancouver, City of (including Board of Parks and Recreation)  
AND  
Canadian Union of Public Employees local 1004

Contract expiry: Dec 31, 2019; 1,650 unionized employees. The parties have ratified a 3-year agreement effective Jan 1, 2020 to Dec 31, 2022 that provides general wage increases as follows:

Oct 1, 2020	2.00%
Jan 1, 2021	2.00%
Jan 1, 2022	2.00%

Note:

MOS signed March 31, 2021.

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## **PUBLIC SERVICES**

Parties: Burnaby, City of (Firefighters)  
AND  
Burnaby Firefighters' Union (IAFF) local 323

Contract expiry: Dec 31, 2019. The parties have ratified a 2-year agreement effective Jan 1, 2020 to Dec 31, 2021 that provides general wage increases as follows:

Jan 1, 2020	2.50%
Jan 1, 2021	2.50%

Note:

MOA signed Jan 15, 2021.

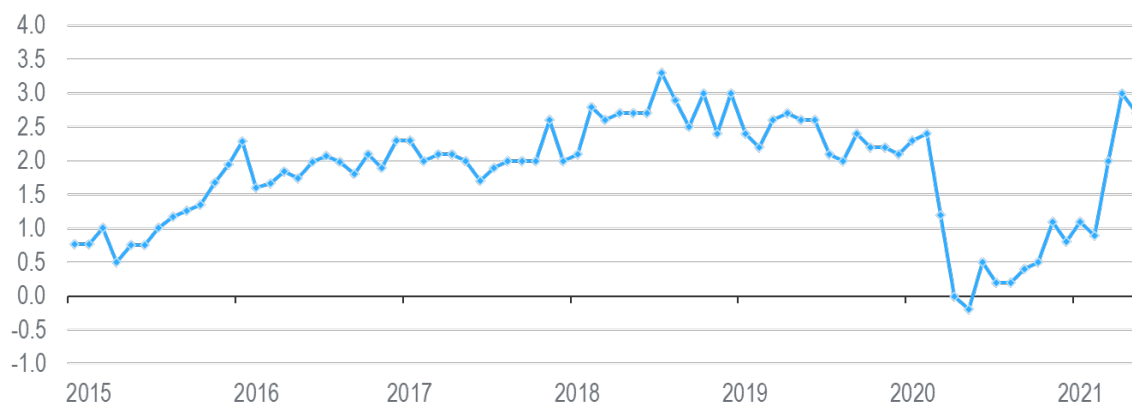
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## Annual Change in Consumer Price Indexes, %

	B.C.	Vancouver	Victoria	Canada	B.C. excl. food & energy
2017	2.1	2.2	1.9	1.6	1.9
2018	2.7	2.9	2.4	2.3	2.6
2019	2.3	2.4	2.5	1.9	2.1
2020	0.8	0.6	1.1	0.7	1.0
Apr	0.0	0.1	-0.1	-0.2	1.2
May	-0.2	-0.2	-0.2	-0.4	0.5
June	0.5	0.2	0.7	0.7	0.6
July	0.2	-0.3	0.3	0.1	0.2
Aug	0.2	-0.2	0.1	0.1	0.2
Sept	0.4	0.1	1.1	0.5	0.7
Oct	0.5	0.3	1.6	0.7	1.0
Nov	1.1	1.2	2.0	1.0	1.5
Dec	0.8	0.8	1.6	0.7	1.0
Jan 2021	1.1	1.0	1.4	1.0	1.4
Feb	0.9	0.7	1.1	1.1	0.7
Mar	2.0	2.0	1.5	2.2	1.3
Apr	3.0	2.8	3.2	3.4	1.8
May	2.7	2.4	2.9	3.6	1.6
<b>12 month avg</b>	<b>1.1</b>	<b>0.9</b>	<b>1.5</b>	<b>1.3</b>	<b>1.0</b>

## B.C. Consumer Price Index

annual change, % (monthly)



Source: Statistics Canada, Consumer Price Index.



## EXPIRING CONTRACTS

JANUARY 1, 2021 — DECEMBER 31, 2021

<u>COMPANY</u>	<u>UNION</u>	<u>CONTRACT EXPIRY</u>
<b>PRIVATE SECTOR</b>		
Rosstown Farms and Natural Foods	United Food & Commercial Workers Union	2021-01-24
AJ Forsyth (Russell Metals)	United Steelworkers	2021-01-31
Coast Coal Harbour Hotel	Unifor	2021-01-31
Cold Logic Corporation	United Food & Commercial Workers	2021-01-31
Ideal Gear and Machine Works	United Steelworkers	2021-01-31
Mitchell Press	Unifor (MediaUnion)	2021-01-31
Ringball Corporation and Vanguard Steel Ltd.	United Steelworkers	2021-01-31
Servomation/Centerplate Inc.	British Columbia Government & Service Employees' Union	2021-01-31
The Hudson's Bay Company	United Steelworkers	2021-01-31
Union Bay Credit Union	British Columbia Government & Service Employees' Union	2021-01-31
Canadian Diabetes Association	British Columbia Government & Service Employees' Union	2021-02-17
Freshwater Fisheries Society	British Columbia Government & Service Employees' Union	2021-02-17
Allied Shipbuilders Limited	Marine Workers and Boilermakers Industrial Union Local 1, Pipe Fitters UA, Local 170, IBEW Local 213	2021-02-28
Interior Savings Credit Union (Thompson)	British Columbia Government & Service Employees' Union	2021-02-28
Lafarge Asphalt Technologies	International Union of Operating Engineers	2021-02-28
Seaspan Victoria Shipyards Co Ltd.	International Brotherhood of Boilermakers	2021-02-28
Sprott Shaw Language (formerly KGIC Language College)	Education and Training Employees' Association	2021-02-28
Cascade Aerospace	Unifor	2021-03-30
BC and Yukon Council of Film Unions (BCCFU)	IATSE 891, Teamsters 155, International Cinematographers Guild (ICG) 669	2021-03-31
Beamac	United Steelworkers	2021-03-31
Canada/BC Business Services Society	British Columbia Government & Service Employees' Union	2021-03-31

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<u>COMPANY</u>	<u>UNION</u>	<u>CONTRACT EXPIRY</u>
Canadian Media Producers Association	International Alliance of Theatre Stage Employees	2021-03-31
Elim Christian Care Society	British Columbia Government & Service Employees' Union	2021-03-31
Fort Langley Seniors Community (Simpson Manor)	British Columbia Nurses Union	2021-03-31
G4S Secure Solutions	International Association of Machinists and Aerospace Workers	2021-03-31
G4S Secure Solutions (Abbotsford YXX)	United Steel Workers	2021-03-31
G4S Secure Solutions (Kamloops)	United Steelworkers	2021-03-31
HP Advanced Solutions	British Columbia Government & Service Employees' Union	2021-03-31
Kekinow Native Housing Society	MoveUp	2021-03-31
Kiwassa Neighbourhood Services Assoc (Harbourview Daycare)	B.C. Government and Service Employee's Union (BCGEU)	2021-03-31
Konica Minolta Business Equipment	MoveUp	2021-03-31
Lafarge Canada Inc. (Pitt River Quarry/Depots)	International Union of Operating Engineers	2021-03-31
Lifelabs	British Columbia Government & Service Employees' Union	2021-03-31
Maximus Canada	British Columbia Government & Service Employees' Union	2021-03-31
Niagara Care Community Ltd. (Douglas Community Care)	British Columbia Government & Service Employees' Union	2021-03-31
Quadra Daycare Society	British Columbia Government & Service Employees' Union	2021-03-31
Royal City Taxi	United Steelworkers	2021-03-31
Salvation Army (Harbour Light Addiction Centre)	British Columbia Government & Service Employees' Union	2021-03-31
Salvation Army NRO Victoria	British Columbia Government & Service Employees' Union	2021-03-31
Schneider Electric Canada Inc.	MoveUp	2021-03-31
Shannon Day Care Society	British Columbia Government & Service Employees' Union	2021-03-31
Southern Railway	Canadian Union of Public Employees	2021-03-31
The People's Law School	British Columbia Government & Service Employees' Union	2021-03-31
Waneta Plaza Ltd	United Steelworkers	2021-03-31
Westview Agencies Ltd	British Columbia Government & Service Employees' Union	2021-03-31
First Credit Union/First Insurance	British Columbia Government & Service Employees' Union	2021-04-01

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<u>COMPANY</u>	<u>UNION</u>	<u>CONTRACT EXPIRY</u>
Transcontinental Flexstar Inc.	Public and Private Workers of Canada	2021-04-03
Catalyst Paper Corp.	MoveUp	2021-04-30
Catalyst Paper Corp.	Unifor	2021-04-30
Catalyst Paper Corp. (Crofton Division)	Public & Private Workers of Canada (formerly PPW)	2021-04-30
Catalyst Paper Corp. (Crofton Division)	Unifor	2021-04-30
Coast Hotels (Nanaimo, Prince George, Victoria)	Unite Here	2021-04-30
Construction Labour Relations Association (Refrigeration)	United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the US and Canada	2021-04-30
Construction Maintenance & Allied Workers Local 1995	MoveUp	2021-04-30
Excel Transportation Inc	United Steelworkers	2021-04-30
Island Mechanical Industrial Relations Assoc (IMIRA)	United Association	2021-04-30
Seaspan ULC	International Union of Operating Engineers (Log Loaders)	2021-04-30
Sheraton Vancouver Guildford Hotel	Unifor	2021-04-30
Teck Coal Limited (Fording River)	United Steelworkers	2021-04-30
Uni-select Pacific Inc.	United Steelworkers	2021-04-30
WAWAW Rape Crisis Centre (Women Against Violence Against Women)	MoveUp	2021-04-30
Wheaton Chevy Buick Cadillac GMC LTD	International Association of Mechanists and Aerospace Workers	2021-04-30
Xylem Water Solutions	MoveUp	2021-04-30
MTU Maintenance Canada Ltd	International Association of Machinists and Aerospace Workers	2021-05-01
Aerocar Services Ltd.	International Brotherhood of Teamsters	2021-05-06
Donald's Fine Foods	United Food & Commercial Workers	2021-05-22
Canfor Pulp	Unifor/PPWC	2021-05-30
Hampton Inn & Suites (Langley/Surrey)	Unifor	2021-05-31
Heritage Credit Union	United Steelworkers	2021-05-31
HG Insurance Agencies	United Steelworkers	2021-05-31
Lafarge Canada Inc. (Texada Quarrying)	United Steelworkers	2021-05-31
Precision Orthotics Lab	British Columbia Government & Service Employees' Union	2021-05-31
Taseko Mines (Gibraltar)	Unifor	2021-05-31
UBC Alma Mater Society	MoveUP	2021-05-31

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<u>COMPANY</u>	<u>UNION</u>	<u>CONTRACT EXPIRY</u>
Mountain Equipment Co-op	United Food & Commercial Workers	2021-06-01
Coast Fir	United Steelworkers	2021-06-14
Flair Airlines Ltd	Unifor	2021-06-14
Western Cleanwood Preservers LP	United Steel Workers	2021-06-14
Coast Kamloops Hotel and Conference Centre	United Steelworkers	2021-06-30
Columbia Valley Credit Union	United Steelworkers	2021-06-30
Kaplan International Vancouver	Education and Training Employees' Association	2021-06-30
Ladysmith and District Credit Union	MoveUp	2021-06-30
Pacific Western Brewing	Brewery, Winery and Distillery Workers Union	2021-06-30
St Margaret's School	Professional Employees Association	2021-06-30
Telecommunication Workers Union	MoveUp	2021-06-30
Marine Printers Inc	Unifor	2021-07-01
1160651 BC LTD. (Kevin's Your Independent Grocer - successor to Zweerink)	United Food & Commercial Workers Union	2021-07-09
1036957 BC Ltd. (Cain's Your Independent Grocer)	United Food & Commercial Workers Union	2021-07-16
Rio Tinto Alcan	Unifor	2021-07-23
Advance Wire Products Ltd.	United Steel Workers	2021-07-31
BC Ferry and Marine Workers Union	MoveUp	2021-07-31
Global B.C. and Okanagan	Media One Unifor	2021-07-31
International Brotherhood of Electrical Workers Local 230	MoveUp	2021-07-31
United Association 324 (Plumbers)	MoveUp	2021-07-31
Vancouver Art Gallery	Canadian Union of Public Employees	2021-07-31
Loblaws South Surrey (formerly Versacold)		2021-08-01
Real Canadian Superstore	United Food & Commercial Workers	2021-08-01
Construction Labour Relations Association (LNS)	United Steelworkers	2021-08-30
Chek Media Group	Media One Unifor	2021-08-31
Hospitality Industrial Relations (Tantalus Resort Lodge)	Unifor	2021-08-31
Kamloops Symphony Society	Vancouver Musicians Association	2021-08-31
Mountainside Lodge	Unifor	2021-08-31
Robar Industries Ltd.	United Steel Workers	2021-08-31
York House School Society	British Columbia Government & Service Employees' Union	2021-08-31

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<u>COMPANY</u>	<u>UNION</u>	<u>CONTRACT EXPIRY</u>
Gateway Casinos and Entertainment Inc (Lake City Casinos)	British Columbia Government & Service Employees' Union	2021-09-04
Canadian Northern Shield	MoveUp	2021-09-30
Creekside Landing Ltd	British Columbia Government & Service Employees' Union	2021-09-30
IGA Marketplace (Port McNeill)	United Food & Commercial Workers Union	2021-09-30
River Rock Casino	British Columbia Government & Service Employees' Union	2021-09-30
Teck Highland Valley Copper Partnership	United Steelworkers	2021-09-30
Union of BC Performers	Unifor	2021-09-30
Sobeys West (Safeway Gas Bar)	United Food & Commercial Workers	2021-10-30
Lafarge Canada Inc. (Richmond Cement)	International Brotherhood of Boilermakers	2021-10-31
Red Resort Limited Partnership	United Steelworkers	2021-10-31
Swissport Fuelers (YVR)	Public Service Alliance of Canada	2021-10-31
Well-Being Services (Nanaimo Seniors Village)	British Columbia Government & Service Employees' Union	2021-10-31
Well-Being Services (The Wellesley Victoria)	British Columbia Government & Service Employees' Union	2021-10-31
R.D.M Trucking & Excavating	Christian Labour Association of Canada	2021-11-14
Molson Coors Canada	Brewery, Winery and Distillery Workers Union (SEIU Local 300)	2021-11-21
Ecojustice Canada	MoveUp	2021-11-30
Royal City Manor	British Columbia Nurses Union	2021-11-30
Thompson View Manor Society	British Columbia Government & Service Employees' Union	2021-11-30
Vision Plastics	United Steel Workers	2021-12-14
Acorn Childcare Centre Society	British Columbia Government & Service Employees' Union	2021-12-31
Arbutus Club	Unifor	2021-12-31
Boat Daycare	British Columbia Government & Service Employees' Union	2021-12-31
Britannia Community Services Centre Society	British Columbia Government & Service Employees' Union	2021-12-31
Canadian National Railway (Signals & Communications)	International Brotherhood of Electrical Workers	2021-12-31
Canadian Pacific Railway (Engineers and Conductors)	Teamsters Canada Rail Conference (Engineers & Conductors)	2021-12-31

<u>COMPANY</u>	<u>UNION</u>	<u>CONTRACT EXPIRY</u>
Canadian Union of Public Employees (CUPE) and Locals	MoveUp	2021-12-31
Coral Cabs (Richmond Taxi)	MoveUp	2021-12-31
Gateway Casinos and Entertainment Inc (Grand Villa Casino)	British Columbia Government & Service Employees' Union	2021-12-31
Handy Pack (KCC-244 Holdings Ltd.)	MoveUp (Canadian Office & Professional Employees)	2021-12-31
Hastings Entertainment	MoveUp	2021-12-31
International Language Schools of Canada (Vancouver) Inc.	Education and Training Employees' Association	2021-12-31
Johnston Packers	United Food & Commercial Workers	2021-12-31
Khalsa Credit Union (Head Office)	Unifor	2021-12-31
Lafarge Canada Inc. (Aggregates, Concrete and Asphalt - Earle Creek)	International Union of Operating Engineers	2021-12-31
Law Society of BC	Professional Employees Association	2021-12-31
Northern Savings Credit Union	British Columbia Government & Service Employees' Union	2021-12-31
Plasti-fab	United Steelworkers	2021-12-31
Savona Specialty Plywood	United Steelworkers	2021-12-31
South Granville Park Lodge	British Columbia Nurses Union	2021-12-31
Telus	Telecommunications Workers Union (USW)	2021-12-31
Well-Being Seniors Services (Auburn Seniors Residence)	British Columbia Government & Service Employees' Union	2021-12-31
Yellow Pages Group	MoveUp	2021-12-31

## **PUBLIC SECTOR**

Victoria Airport Authority	Public Service Alliance of Canada	2021-03-01
Art Gallery of Greater Victoria	Canadian Union of Public Employees	2021-03-26
British Columbia Government & Service Employees' Union	MoveUp	2021-03-31
Canada Post Corporation	Association of Postal Officials of Canada (APOC)	2021-03-31
Corps of Commissionaires in BC	Public Service Alliance of Canada	2021-03-31
First Nations Health Authority	Public Service Alliance of Canada	2021-03-31
Health Employees Staff Union	Professional Employees Association - HESU Chapter	2021-03-31
Living Well Home Care Services	British Columbia Government & Service Employees' Union	2021-03-31
Maple Ridge, District of	Canadian Union of Public Employees	2021-03-31



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<u>COMPANY</u>	<u>UNION</u>	<u>CONTRACT EXPIRY</u>
The Native Courtworker and Counselling Association of BC	British Columbia Government & Service Employees' Union	2021-03-31
Town of Comox	Canadian Union of Public Employees	2021-03-31
Lake Cowichan, Town of	United Steelworkers	2021-06-14
Treasury Board of Canada (Technical Services-TC)	Public Service Alliance of Canada	2021-06-21
NEC Native Education College	British Columbia Government & Service Employees' Union	2021-06-30
Okanagan-Skaha School District 67	Canadian Union of Public Employees	2021-06-30
Qualicum Beach, Town of	Canadian Union of Public Employees	2021-06-30
Treasury Board of Canada (Education & Library - EB)	Public Service Alliance of Canada	2021-06-30
Treasury Board of Canada (Programs & Admin-PA))	Public Service Alliance of Canada	2021-06-30
Parks Canada Agency	Public Service Alliance of Canada	2021-08-04
Treasury Board of Canada (Operational Services - SV)	Public Service Alliance of Canada (UTE)	2021-08-04
Canada Revenue Agency (CRA)	Public Service Alliance of Canada	2021-10-31
Abbotsford, City of	Canadian Union of Public Employees	2021-12-31
Burnaby, City of (Firefighters)	Burnaby Firefighters' Union (IAFF)	2021-12-31
Burnaby, City of (Inside_Outside_Foremen)	Canadian Union of Public Employees	2021-12-31
Burnaby, City of (Library)	Canadian Union of Public Employees	2021-12-31
Business Practices and Consumer Protection Authority	British Columbia Government & Service Employees' Union	2021-12-31
Capital Regional District	Canadian Union of Public Employees	2021-12-31
City of Colwood, Township of Esquimalt, District of Oak Bay, District of North Saanich, District of Metchosin	Canadian Union of Public Employees	2021-12-31
Creston Valley Library	Canadian Union of Public Employees	2021-12-31
Delta Police Board	Delta Police Association	2021-12-31
Delta, City of (Firefighters)	Delta Firefighters' Association (IAFF)	2021-12-31
District of North Vancouver (Northlands Golf Course)	Canadian Union of Public Employees	2021-12-31
Fort St John, City of (Firefighters)	Delta Fire Fighters' Union	2021-12-31
Gibsons and District Public Library Board	Canadian Union of Public Employees	2021-12-31
Greater Victoria Labour Relations Association (Greater Victoria Public Library)	Canadian Union of Public Employees	2021-12-31

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Greater Victoria Labour Relations Association (Victoria & Esquimalt Police Board)	Victoria City Police Union	2021-12-31
Maple Ridge, City of (Firefighters)	Maple Ridge Firefighters' Union (IAFF)	2021-12-31
Metro Vancouver Regional District	Greater Vancouver Regional District Employees' Union	2021-12-31
Metro Vancouver Regional District	Teamsters	2021-12-31
New Westminster, City of (Police Board, Library Board, inside/outside workers)	Canadian Union of Public Employees	2021-12-31
North Vancouver City Library	Canadian Union of Public Employees	2021-12-31
North Vancouver District Public Library	Canadian Union of Public Employees	2021-12-31
North Vancouver Recreation and Culture Commission	Canadian Union of Public Employees	2021-12-31
North Vancouver, City of	Canadian Union of Public Employees	2021-12-31
North Vancouver, District of	Canadian Union of Public Employees	2021-12-31
Oak Bay Police Board	Okay Bay Police Association	2021-12-31
Port Coquitlam, City of (Firefighters)	International Association of Firefighters	2021-12-31
Port Moody, City of (Inside)	Canadian Union of Public Employees	2021-12-31
Port Moody, City of (Outside)	Canadian Union of Public Employees	2021-12-31
Prince Rupert, City of	Canadian Union of Public Employees	2021-12-31
Regional District of East Kootenay	Canadian Union of Public Employees	2021-12-31
Richmond, City of	Richmond Firefighters' Association (IAFF)	2021-12-31
Richmond, City of (Library Board)	Canadian Union of Public Employees	2021-12-31
Saanich Police Board	Canadian Union of Public Employees	2021-12-31
Technical Safety BC (previously BC Safety Authority)	British Columbia Government & Service Employees' Union	2021-12-31
Treasury Board of Canada (CFIA)	Public Service Alliance of Canada	2021-12-31
VIA Rail	Unifor	2021-12-31
Village of Lions Bay	Canadian Union of Public Employees	2021-12-31