

SETTLEMENTS

December 1, 2024 to January 31, 2025

PRIVATE SECTOR

ACCOMMODATION AND FOOD SERVICES

Parties: Highline Mushroom
AND
United Food & Commercial Workers local 1518

390 unionized employees. The parties have ratified an agreement that provides general wage increases as follows:

Jun 1, 2025	4.55%
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Note:

\$500 signing bonus

July 2024 - negotiating first CBA

Parties: Mackenzie Consumer Co-operative
AND
United Food & Commercial Workers

Previous Contract Expiry: Nov 1, 2023. The parties have ratified a 2-year agreement effective Nov 2, 2023 to Nov 3, 2025 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2
First 3 months	\$17.40	–

Parties: Pepsico Beverages Canada
AND
International Brotherhood of Teamsters local 213

Previous Contract Expiry: Oct 31, 2023. The parties have ratified a 6-year agreement effective Nov 1, 2023 to Oct 31, 2029 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Journeyman Millright	\$48.03	\$50.48	\$52.76
Lead Hand Quality	\$38.89	\$40.44	\$42.06
Janitor	\$23.33	\$24.26	\$25.23

Parties: Snowcrest Foods
AND
United Food & Commercial Workers local 1518

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

Hourly Wage	Year 1	Year 2	Year 3
Labour	\$22.98	\$23.67	\$24.38
Tradesman	\$39.50	\$40.69	\$41.91
General Utility	\$20.07	\$20.67	\$21.29

Parties: Sodexo (Red Chris Mine)
AND
Unite Here local 40

140 unionized employees. The parties have ratified an agreement.

Note:

Wages for camp workers will rise by more than 40 per cent over the next 18 months.
Nov 7 2024 - 72-hour Strike notice given

CONSTRUCTION

Parties: Construction Labour Relations Association (Drywall, Tapers and Finishers)
AND
International Union of Painters and Allied Trades (IUPAT) local DC38

Previous Contract Expiry: Apr 30, 2023; 15 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2	Year 3
Inside Lower Mainland	\$47.53	\$50.21	–
Outside Lower Mainland	\$46.38	\$48.98	–
Outside Lower Mainland ICI	\$46.19	\$48.87	–

Parties: Construction Labour Relations Association of BC
AND
International Union of Painters and Allied Trades (IUPAT) local 1527

Previous Contract Expiry: Apr 30, 2023; 102 unionized employees. The parties have ratified a 3-year agreement effective May 1, 2023 to Apr 30, 2026 that provides general wage increases as follows:

May 28, 2023	7.50%			
Oct 29, 2023	2.50%			
Apr 28, 2024	4.50%			
May 4, 2025	4.50%			
Hourly Wage		Year 1	Year 2	Year 3
Journeyman - Mainland		\$39.57	–	–
Journeyman - Vancouver Island		\$38.49	–	–

Note:

List of signatory employers on p.36

Parties: Elevator Operators (Otis, Schindler, KONE and TK Elevator)
AND
International Union of Elevator Constructors local 82

Previous Contract Expiry: Sep 30, 2023; 900 unionized employees. The parties have ratified a 4-year agreement effective Oct 1, 2023 to Sep 30, 2027.

Note:

Oct 14 2023 72-hour Strike notice given. Employer issued lock-out order for Oct 17 2023

Parties: Heidelberg Materials
AND
International Brotherhood of Teamsters local 213

300 unionized employees. The parties have ratified an agreement.

Note:

Tentative agreement July 5 2024
July 2 2024: 72-hour strike notice given

EDUCATION

Parties: Pearson College
AND
Professional Employees Association

The parties have ratified an agreement.

Note:

1st Collective Agreement

FORESTRY

Parties: Western Forest Products
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 that provides general wage increases as follows:

Jun 15, 2024	4.00%
Jun 15, 2025	3.00%
Jun 15, 2026	3.00%
Jun 15, 2027	3.00%
Jun 15, 2028	3.00%
Jun 15, 2029	3.00%

Note:

Additional 3% retroactive wage increase will be added for tradespersons.

MANUFACTURING

Parties: Heidelberg Materials
AND
International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers local D-277

70 unionized employees. The parties have ratified an agreement.

TRADES & SERVICES

Parties: Alpine Building Maintenance
AND
Service Employees International Union (SEIU) local 2

Previous Contract Expiry: Sep 30, 2024; 200 unionized employees. The parties have ratified an agreement effective Oct 1, 2024.

Note:
YVR cleaning staff

Parties: Ecojustice Canada
AND
MoveUp local 378

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

Dec 1, 2024	5.00%
Dec 1, 2025	2.00%
Dec 1, 2026	2.00%

Note:
Additional market adjustments Dec 1 2024

Parties: Greenpeace Canada
AND
MoveUp local 378

Previous Contract Expiry: Dec 31, 2023. The parties have ratified a 2-year agreement effective Jan 1, 2024 to Dec 31, 2025 that provides general wage increases as follows:

Jan 1, 2024	2.00%
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Note:
Range of increases in 2025, see Salary Schedule in Appendix C

Parties: International Association of Machinists and Aerospace Workers (IAMAW),
Northwest District 250
AND
MoveUp local 378

Previous Contract Expiry: Dec 31, 2022. The parties have ratified a 3-year agreement effective Jan 1, 2023 to Dec 31, 2025 that provides general wage increases as follows:

Jan 1, 2023	7.66%			
Jan 1, 2024	3.68%			
Hourly Wage		Year 1	Year 2	Year 3
Category 1		\$35.12	\$36.41	–
Category 2		\$36.65	\$38.00	–
Category 3		\$38.21	\$39.62	–

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Atlantic Power (Williams Lake)
AND
United Steelworkers local 1-2017

Previous Contract Expiry: Dec 31, 2023. The parties have ratified a 2-year agreement effective Jan 1, 2024 to Mar 31, 2025 that provides general wage increases as follows:

Hourly Wage	Year 1	Year 2
Shift Engineer	\$59.42	–
PE-A	\$33.43	–
Utility worker	\$30.04	–

Parties: SGS Canada
AND
International Longshore and Warehouse Union local 502

11 unionized employees. The parties have ratified an agreement.

Note:

Dec 6 2024 Strike notice given

PUBLIC SECTOR

CROWN CORPORATIONS

Parties: King's Printer
AND
Unifor local 780G

Previous Contract Expiry: Jun 30, 2022. The parties have ratified a 3-year agreement effective Jul 1, 2022 to Jun 30, 2025 that provides general wage increases as follows:

Jul 1, 2022	3.24%
Jul 1, 2023	5.50%
Jul 1, 2024	2.00%

MUNICIPAL GOVERNMENT

Parties: City of Colwood
AND
International Association of Fire Fighters (IAFF) local 5420

Previous Contract Expiry: Apr 16, 2023; 9 unionized employees. The parties have ratified a 4-year agreement effective Apr 17, 2023 to Dec 31, 2026 that provides general wage increases as follows:

Jan 1, 2024	3.00%
Jan 1, 2025	1.00%
Jan 1, 2026	3.24%

Note:

Wage increases are added to Comparator Groups (View Royal and Central Saanich)

Parties: Vernon, City of
AND
Canadian Union of Public Employees local 626

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	3.00%
Jan 1, 2025	3.00%
Jan 1, 2026	3.00%

Note:

2024: additional 4% market adjustment

PUBLIC SERVICES

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

Previous 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:

Jan 1, 2020	2.50%			
Jan 1, 2021	2.50%			
Monthly Salary		Year 1	Year 2	Year 3
4th year		\$8,446.00	\$8,657.00	–

Note:

2022 increase shall be increased to the amount equal to the average increase in Burnaby, Coquitlam and Richmond.

Parties: Pitt Meadows, City of (Firefighters)
AND
International Association of Fire Fighters (IAFF) local 4810

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%

Note:

Signed Dec 18 2024

Parties: Richmond Public Library Board
AND
Canadian Union of Public Employees local 718-05

Previous Contract Expiry: Dec 31, 2023. The parties have ratified a 4-year agreement effective Jan 1, 2024 to Dec 31, 2027 that provides general wage increases as follows:

Jan 1, 2024	4.50%
Jan 1, 2025	4.00%
Jan 1, 2026	3.50%
Jan 2, 2027	3.50%

Parties: Vancouver Police Board
AND
International Brotherhood of Teamsters local 31

Previous Contract Expiry: Dec 31, 2022. The parties have ratified a 2-year agreement effective Jan 1, 2023 to Dec 31, 2024 that provides general wage increases as follows:

Jan 1, 2023	4.50%
Jan 1, 2024	4.00%

Note:

One-time retention payment of 3.5% of 2022 wages

One-time Recognition payment of 1% of 2023 wages up to Nov 16, 2023

TRANSPORTATION, COMMUNICATIONS & OTHER UTILITIES

Parties: Canadian National (CN) Railway (Clerical, Mechanical, Intermodal)
AND
Unifor local 100 and 4000

Previous Contract Expiry: Dec 31, 2024. The parties have ratified a 4-year agreement effective Jan 1, 2025 to Dec 31, 2028.

Parties: Protrans BC Operations Ltd. (Canada Line)
AND
B.C. General Employee's Union (BCGEU)

Previous Contract Expiry: Dec 31, 2023. The parties have ratified a 5-year agreement effective Jan 1, 2024 to Dec 31, 2028 that provides general wage increases as follows:

Jan 1, 2024	6.75%
Jan 1, 2025	3.00%
Jan 1, 2026	2.50%
Jan 1, 2027	2.50%
Jan 1, 2028	2.50%