

March 30, 2026

## **Health employers and Ambulance Paramedics and Ambulance Dispatchers ratify four-year agreement**

HEABC members and the Ambulance Paramedics and Ambulance Dispatchers Bargaining Association (APADBA) have ratified a four-year collective agreement for the period April 1, 2025 to March 31, 2029. HEABC and APADBA entered into formal negotiations in September 2025 and reached a tentative agreement on February 26, 2026.

The agreement was achieved under the province's Balanced Measures Mandate for 2025 public sector bargaining. Negotiations under the Balanced Measures Mandate support government's key priorities to protect and strengthen critical services in BC's public sector, maintain labour stability in a complex round of bargaining and support the province's efforts to find operational efficiencies that preserve front-line services.

Some of the highlights of the agreement are:

- General wage increases (GWIs) for all employees effective the first pay period after:
  - a. April 1, 2025: 3.00 per cent
  - b. April 1, 2026: 3.00 per cent
  - c. April 1, 2027: 3.00 per cent
  - d. April 1, 2028: 3.00 per cent
- Additional funding to address delivery of critical services and improve working conditions for ambulance paramedics and dispatchers, including:
  - Increased mental health benefits.
  - Increased premiums to support staffing difficult-to-fill weekend and night shifts.
  - Increased subsistence allowance to ensure proper nutrition for staff having to leave their post for extended lengths of time.
- Measures to address staffing and scheduling challenges, including:
  - New and updated training selection processes for advanced level positions, including for Advanced Care and Critical Care Paramedics, Primary and Advanced Care Flight Paramedics, and Infant Transport Team Paramedics.
  - A new process for pre-scheduling irregularly scheduled employees to work the Traveling Paramedic Program to help with staffing shortages and ER closures throughout the province.

- Increased training dollars for Emergency Medical Responder to Primary Care Paramedic training for three years in exchange for increased staffing flexibility in metro and urban posts.

### **About APADBA**

The Ambulance Paramedics and Ambulance Dispatchers Bargaining Association includes approximately 5,800 employees represented by the Canadian Union of Public Employees (CUPE) Local N0. 873. Ambulance paramedics and dispatchers provide services in ambulance stations and dispatch/emergency medical communication centres in communities across the province. The most common job classification in this bargaining association is Primary Care Paramedic.

### **More information:**

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