

April 2, 2026

Health employers and Community Bargaining Association ratify four-year agreement

HEABC members and the Community Bargaining Association (CBA) have ratified a four-year collective agreement for the period April 1, 2025 to March 31, 2029. HEABC and CBA entered into formal negotiations in March 2025 and reached a tentative agreement on February 22, 2026.

The tentative agreement is based on 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
- Measures to address critical staffing pressures, including:
 - Funding in each fiscal year of the collective agreement for low wage redress.
 - Increasing afternoon and weekend shift premiums to address critical staffing pressures.
 - Expanding portability entitlement from 90 days to 18 months and adding seniority, sick leave and special leave accrual banks as portable benefit entitlements to support retention of health care workers.
 - Increasing annual casual minimum hours from 225 to 270.
 - Requiring employees to provide two weeks' notice for requests to schedule any held back vacation from the vacation planning process.
 - Allowing temporary postings after four months instead of after six months.
- Improved certainty for Community Health Worker (CHW) scheduling, including:
 - Increasing the minimum number of regular CHW fixed shift positions to 80 per cent for the term of the collective agreement.
 - Allowing employers to post temporary CHW vacancies for fixed shift positions for the term of the collective agreement to support operational efficiencies.
 - Removing the requirement for employers to offer increases in weekly ongoing hours for CHWs in fixed shift positions for the term of the collective agreement to support operational efficiencies.
- Provisions which positively impact Indigenous workers, including:
 - Increased ceremonial, cultural and spiritual leave provisions for Indigenous employees.
 - Expanded childcare leave eligibility for Indigenous employees.

“We are very pleased to have ratified a collective agreement with the Community Bargaining Association, which includes fair wages, measures to address critical staffing pressures, improved certainty for community health worker scheduling, and provisions which positively impact Indigenous workers,” said HEABC President & CEO Michael McMillan.

About the CBA

Led by the BC General Employees' Union (BCGEU), which represents approximately 60 per cent of the CBA's 25,000 members, the Community Collective Agreement covers employees who provide support services in various community settings including home support agencies, mental health programs, alcohol and drug centres, child development centres and community service agencies throughout BC. Community health workers make up the largest classification group in this subsector. Community health workers are employed to provide home support services through health authorities and affiliate employers.

More information:

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