

February 23, 2026

Health employers and Community Bargaining Association reach tentative agreement

HEABC members and the Community Bargaining Association (CBA) have reached a tentative agreement for a new collective agreement. HEABC and CBA entered into formal negotiations in March 2025 and reached a tentative agreement on February 22, 2026.

The tentative agreement supports the 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. Both parties will now take the details of the tentative agreement back to their members for a ratification vote to ensure broad-based support.

"We are very pleased to have reached a tentative agreement with the Community Bargaining Association, which includes fair wage increases, 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 Government and Service Employees' Union (BCGEU), which represents approximately 67 per cent of the CBA's 21,000 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.

The current CBA Collective Agreement expired on March 31, 2025; however, the terms and conditions of the current collective agreement remain in effect until the parties ratify a new collective agreement.

More information:

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