

November 18, 2025

## **Health employers and Facilities Bargaining Association reach tentative agreement**

HEABC members and the Facilities Bargaining Association (FBA) have reached a tentative agreement for a new collective agreement. HEABC and FBA entered into formal negotiations in February and reached a tentative agreement on November 17, 2025.

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 Facilities Bargaining Association, which includes fair wage increases and provisions to strengthen and expand occupational health and safety measures, provide new supports for Indigenous workers, enhance workplace diversity, and improve provisions for work-life balance," said HEABC President & CEO Michael McMillan.

### **About the FBA**

Led by the Hospital Employees' Union (HEU), which represents approximately 95 per cent of the FBA's 67,500 members, the Facilities subsector collective agreement covers employees who provide support services in various settings including hospitals and residential care homes throughout BC.

Care Aides are the largest classification group in this subsector, making up approximately one-third of the bargaining association. Care Aides provide non-clinical care for hospital patients and extended care home residents and are an important part of integrated care teams. Other workers covered by the tentative agreement include health records staff, laboratory and other diagnostic specialists, sterile supply technicians, trades and maintenance workers, activity aides and rehab assistants, IT specialists, pharmacy technicians, admitting and booking clerks, administrative staff, cleaning and dietary staff.

The current Health Services & Support Facilities Subsector Association 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.

### **HEABC contact:**

Roy Thorpe-Dorward (Communications Director), 604.767.2307 or [Roy.Thorpe-Dorward@heabc.bc.ca](mailto:Roy.Thorpe-Dorward@heabc.bc.ca)