

February 23, 2026

Health employers and Health Science Professionals Bargaining Association reach tentative agreement

HEABC members and the Health Science Professionals Bargaining Association (HSPBA) have reached a tentative agreement for a new collective agreement. HEABC and HSPBA entered into formal negotiations in March 2025 and reached a tentative agreement on February 20, 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 Health Science Professionals Bargaining Association, which includes fair wage increases, measures to address critical staffing pressures, improved flexibility for staff work/life balance, improvements to the classification system that positively impact staff, and provisions which positively impact Indigenous workers," said HEABC President & CEO Michael McMillan.

About the HSPBA

Led by the Health Sciences Association (HSA) of BC, which represents approximately 85 per cent of the HSPBA's 20,000 employees, the bargaining unit includes a diverse range of health science professions, including dietitians, health records administrators, medical technologists, medical radiation technologists, diagnostic medical sonographers, nuclear medicine technologists, occupational therapists, physiotherapists, social workers, orthotists, prosthetists, pharmacists, psychologists, respiratory therapists, and speech language pathologists/audiologists who provide support services in various settings, including hospitals and residential care homes throughout BC.

The current HSPBA Provincial 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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