

April 2, 2026

Health employers and Health Science Professionals Bargaining Association ratify four-year agreement

HEABC members and the Health Science Professionals Bargaining Association (HSPBA) have ratified a four-year collective agreement for the period April 1, 2025 to March 31, 2029. HEABC and HSPBA entered into formal negotiations in March 2025 and reached a tentative agreement on February 20, 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 include:

- General wage increases (GWIs) for all employees effective the first pay period after:
 - April 1, 2025: 3.00 per cent
 - April 1, 2026: 3.00 per cent
 - April 1, 2027: 3.00 per cent
 - April 1, 2028: 3.00 per cent
- A commitment to advance Indigenous specific anti-racism initiatives, including improved provisions regarding Indigenous employee rights and cultural practices, leave entitlements, supports for cultural revitalization, more support for childcare, recruitment and retention of Indigenous employees, and discussions on Indigenous workforce planning and grievance and arbitration processes.
- Measurements to address critical staffing pressures, with targeted increases for specific Medical Imaging professions to help address ongoing staffing challenges.
- Support for employee work/life balance by implementing more flexible scheduling processes including self-scheduling and shift schedules created through mutual agreements and voluntary shift exchanges.
- Improvements to the classification system that positively impact employees by revising ~~certain~~ a professional profiles, harmonizing and updating wage rates, and providing additional compensation for employees undertaking special procedures.

"We are pleased to have ratified a collective agreement with the Health Science Professionals Bargaining Association, which includes fair wage increases and provisions to strengthen and expand occupational health and safety measures, provides new supports for Indigenous workers, enhances workplace diversity, and improves provisions for work-life balance," said HEABC President & CEO Michael McMillan.

About the HSPBA

Led by the Health Sciences Association (HSA) of BC, which represents approximately 78 per cent of the HSPBA's 25,000 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.

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