



2025-2029

Facilities Tentative Agreement HIGHLIGHTS

01 General Wage Increase



This four-year agreement is in effect from April 1, 2025 to March 31, 2029, includes general wage increases of 3% each year – for a total of 12% over the term – and members will receive the first increase retroactive to April 1, 2025.

04 Other Monetary Gains



Additional compensation includes increases for weekend, evening and night shift premiums; new and improved cost-coverage for Trades Qualification (TQ) premiums, criminal record checks, isolation and travel allowances, registration and license fees, and new peer-to-peer support allowance.

02 Wage Restoration



There is a multi-agreement wage restoration plan starting with a fund of \$60.5 million to be distributed to all members this term, and significant financial commitments for future collective agreements in recognition of the unjustified 2004 B.C. Liberal wage cuts.

05 Porter Benchmark



Fulfilling a commitment from the last collective agreement, health employers and the FBA have developed a new benchmark and rates of pay for porters and porter supervisors.

03 Improving Leaves



Members will access enhanced leaves including a new special leave for those members who want to attend their Canadian citizenship ceremony, and improved bereavement leave that adds one more day of leave and applies to an expanded list of immediate family members.

06 Program Funds



There is additional funding so members can continue accessing the Enhanced Disability Management Program (EDMP), the rotation support fund to develop employee-initiated proposals to reduce the use of six-day rotations, and the FBA Education Fund to secure financial assistance for educational programs.

07 Safer Workplaces



This agreement has improved health and safety language on violent patients, manual lifting, working alone, exposure to biological agents and chemicals or substances, plus paid occupational health and safety training for members in supervisory roles.

10 Action on Reconciliation



Advancing action on truth and reconciliation, there are added supports for Indigenous workers through expanded cultural leaves; new child care leave; and new and enhanced recruitment, retention and advancement.

08 Work-Life Balance



There are improvements to mobility and portability that increase the window for transferring seniority and benefits to another employer, along with new measures to support members sharing one full-time job and establish a working group on regularizing positions.

11 Supporting Diversity



Members will have the opportunity to exchange standard statutory holidays for days that are of personal, cultural or religious importance to them, through a one-year pilot project to begin at specific sites September 2026.

09 Union Representation



Following the success of the dedicated shop stewards pilot project bargained in the last agreement, more positions have been added, bringing the total to 29. Two new occupational health and safety advocate positions have also been created.

12 Supporting Long-term Care Workers



There is a clear path for the government to deliver on its long-time commitment to improve wages and benefits for health care workers who provide care for seniors in long-term care and assisted living.

next steps...

December 1: Comprehensive report ready

December 1 and 2: Telephone town halls

December 3-12: Local meetings

December 15-19: Voting on tentative deal

December 19: Ratification vote results



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