

**INDUSTRY BARGAINING PROTOCOL  
2026 BARGAINING  
OVERALL MEMORANDUM OF SETTLEMENT**

**BY AND BETWEEN:**

**Bargaining Council of British Columbia Building Trade Unions**  
On its own behalf, and on behalf of its constituent member Unions.

("BCBCBTU")

**AND:**

**Construction Labour Relations Association of BC (CLR)**

\*On its own behalf, and on behalf of its member Employers who have authorized CLR to execute this Trade Level Memorandum of Agreement on their behalf and those members added from time to time by notice given to the BCBCBTU.

\*Pursuant to the August 9, 2016 Letter of Agreement By and Between the BCBCBTU and CLR  
As interpreted by the Arbitration Decision B.C.C.A.A.A. No. 164

("CLR")

**RE:**

**Attached List of Trade Level Memorandums of Agreement**  
(the "TLMOAs")

**Governing Changes to the Respective Standard Craft Collective Agreements**  
(the "Agreements")

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BCBCBTU and CLR (the "Parties") agree that this Overall Memorandum of Settlement ("OMS") for the 2026 round of industry bargaining ("2026 Bargaining"), and all TLMOAs concluded by CLR and the constituent members of BCBCBTU in accordance with the July 18, 2025 Industry Bargaining Protocol (the "Protocol") will be put to ratification by the Parties

**A. OMS Settlement Terms**

1. The OMS shall apply effective the first Sunday following date of ratification except where otherwise noted.
2. The Parties will recommend ratification of the OMS.
3. Each party shall commence their ratification process no later than fifteen (15) days following the signing of this OMS. Each party will notify the other whether ratification was successful within twenty-four (24) hours of their ratification process concluding.

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Overall Memorandum of Settlement (cont'd)

4. All Trade Level negotiations shall be completed no later than May 7, 2026.
5. Where an Agreement contains a provision that is clearly superior to a term agreed to in the OMS the existing Agreement provision for the affected Union may be retained.
6. All changes included in this OMS will be made to each of the Agreements as outlined in this OMS.
7. **Term**

The term of the new Agreements will be three (3) years from May 1, 2026 to April 30, 2029.

8. **Wages**

Effective the dates indicated below, the total monetary package for the Journey person (or equivalent) will be increased by an amount equal to the specified percentage of the Wage Rate in effect prior to the date of increase. The Union retains the right to distribute these increases between Wages/Vacation & HP or Employer Contributions at their sole discretion. All other indexes shall be calculated accordingly. In recognition of the requirement to keep the total package for the UBCJA and CMAW Craft Carpenters comparable both Unions will receive the increase calculated using the UBCJA wage rate.

- (a) Effective the 1<sup>st</sup> Sunday following the date of ratification – three and one-half percent (3.50%).
- (b) Effective May 2, 2027 – three and three-quarters percent (3.75%)
- (c) Effective April 30, 2028 – three and three-quarters percent (3.75%)

9. **Living Out Allowance and Room + Meal** (all Agreements which include an LOA and/or Room + Meal amount)

Increase the Living Out Allowance and Room + Meal Amount in each Agreement based on the following:

- (a) Effective the 1<sup>st</sup> Sunday following Date of Ratification  
LOA – \$240.00  
Room + Meal – \$97.00
- (b) Effective May 2, 2027  
LOA – \$260.00  
Room + Meal – \$100.00
- (c) Effective April 30, 2028  
LOA – \$260.00  
Room + Meal – \$100.00

10. **Jurisdictional Assignment Plan** (all Agreements)

A Letter of Understanding will be appended to each Agreement to suspend contributions to the Jurisdictional Assignment Plan for the term of the Agreement.

**11. Minimum Days to Establish a Shift (all Agreements)**

The following language will be added to all Agreements that do not already include a similar provision:

If a shift is not established, all hours are paid two times (2X) the straight time hourly wage rate.

**12. Weekend Checkout (all Agreements)**

Increase the weekend checkout amount to forty dollars (\$40.00).

**13. Overtime (all Agreements)**

Amend the Ironworker and Millwright agreements to provide the Employer option of an overtime meal allowance of thirty dollars (\$30.00) in lieu of a hot meal.

**14. Union Representation (all Agreements)**

The following language will be added to all Agreements that do not already include a similar provision:

An employee has the right to have a Union representative present either in person or via telephone/online at any meeting where disciplinary action is being taken. The employee and a Union representative will be advised in advance of the meeting if such is the case. Where the employee elects to not have a Union representative present, the absence of a Union representative shall not, on its own, affect the Employer's right to discipline the employee.

If during an investigation meeting the Employer believes that discipline may result from the investigation, the meeting will cease and the employee will be given access to a Union Representative.

**15. Statutory Holidays (all Agreements)**

Replace the language regarding work on Labour Day in each Agreement with the following:

Any holiday falling on a Saturday or Sunday shall be observed the following workday(s). No employee shall be required to work on Labour Day and/or Remembrance Day except for the preservation of life or property.

**16. Parking**

The following does not apply to any agreement that has a separate inside the lower mainland rate of pay. The following provision will be added to all other Agreements.

On any commercial/institutional project in downtown Vancouver (the area bounded by Quebec St on the east, False Creek to the south and Burrard Inlet to the north), UBC or in the City of Victoria, the Employer will pay a daily parking amount on the following basis.

- (a) Seventy-five cents (\$0.75) per hour worked to a maximum of six dollars (\$6.00) per day.
- (b) The Employer reserves the right to require presentation of receipts prior to making this payment to an employee.
- (c) This payment will not be made where adequate free parking is available or on any project where parking is provided by either the Employer or the client.
- (d) Where this parking premium is paid the Metro Travel premium will not be paid. Where the Metro Travel premium is higher than this parking amount this parking amount will not apply.

**17. Construction Camp Rules and Regulations (all Agreements)**

The Parties agree that the renewal of the BC Construction Camp Rules and Regulations will be negotiated between CLR and BCBCBTU and once the new agreement is in place, all Agreements will be amended to reflect the new Rules and Regulations rather than the current document.

**18. Change in Accommodation (all Agreements)**

Add the following new provision to each Agreement.

Where an employee is living in accommodation provided by the Employer and is required by the Employer or the accommodation provider to change rooms outside of working hours, the employee will be paid two (2) hours at straight time to make such move. The Employer reserves the right to have the employee move during working hours in lieu of making this payment.

**19. Workplace Injury (all Agreements)**

The following language will be added to all Agreements that do not already include a similar provision:

In the event an employee suffers a workplace injury which requires treatment at a location other than the workplace, the Employer will ensure that the employee is transported to the treatment location in a manner appropriate to the nature of the injury. In addition, the Employer is responsible to return the employee either to the workplace to collect their personal vehicle or to their accommodation (home if working

in town or current accommodation if working out of town) at the conclusion of the medical treatment. The Employee will be paid until the end of their scheduled shift.

**20. Automated External Defibrillator**

While not to be included in the Agreements, the Parties agree to work together to increase the availability of AED devices on all worksites. This will include discussions with WorkSafeBC and project owners where appropriate.

**21. Retention of Workplace Records (all Agreements)**

The following language will be added to all Agreements that do not already include a similar provision:

The Employer will retain all records relating to employment of its employees and payroll in accordance with the requirements of applicable legislation including, but not limited to, the *BC Employment Standards Act*, the *Personal Information Protections Act*, the *Freedom of Information and Protection of Privacy Act*, and Canada Revenue Agency guidelines. In order to protect employee privacy where maintenance of records is no longer required, they will be removed from the Employer's active systems. In the event the Employer's system is breached and identifiable personal information is released, the affected individuals will be notified as quickly as possible. Upon request, the Employer will provide a copy of their privacy policy to the Union.

**22. Working Conditions**

The following language will be amended in all Agreements to reflect the following principles:

The Employer shall provide a suitable heated (and air conditioned in summer months) lunchroom, vented where practical, and facilities for employees to change and dry clothing. The lunchroom shall not be used as a place to store tools, equipment and/or materials. The Employer shall provide a Notice Board for the Union to post information. The Employer shall provide microwave(s) and refrigerator(s) appropriate for the size of crew.

Where there is no running water available, cool drinking water in approved sanitary containers shall be provide. Paper cups will be supplied.

The Employer shall supply clean flush toiles, wash up facilities with hot and cold running water, soap, and hand cleaner in accordance with the OHS Regulations.

In the event that proper toilet facilities as described above are not provided, no employee will be penalized for leaving the job in the case of necessity.

**23. Housekeeping**

(a) Amend each Agreement as required to make the language gender neutral.

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Overall Memorandum of Settlement (cont'd)

Dated this 29<sup>th</sup> day of April, 2026

Dated this 29<sup>th</sup> day of April, 2026

Signed on behalf of:

Construction Labour Relations Association of BC

Bargaining Council of British Columbia Building  
Trade Unions



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CLR and BCBCBTU 2026 Industry Negotiations  
Overall Memorandum of Settlement (cont'd)

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\_\_\_\_\_ *Pete Hays*  
\_\_\_\_\_ *J. O. [unclear]*  
(120)

April 29, 2026