



**CUPE HEALTH WORKERS
IN COMMUNITY**
Better Care, Healthier Communities

October 30, 2025

CBA Bargaining Update and Strike Vote Information

After nearly 20 days at the table your bargaining committee has not seen meaningful progress on your key priorities. As a result, negotiations with the Health Employers Association of BC (HEABC) and the provincial government reached an impasse on October 3, 2025.

Because we have not been able to reach a deal at the table, your bargaining committee is asking members for a strong strike mandate.

The strike vote will be from Monday, November 3rd to Wednesday November 26th.

Voting opens: Monday, November 3 at 12:00 p.m. (PST)

Voting closes: Wednesday, November 26 at 5:00 p.m. (PST)

You will be receiving an email with your ballot to vote, or instructions if your local is conducting an in-person ballot box vote. For most members voting online, the vote will be conducted through Simply Voting, an independent, neutral third party. Individual responses will not be released; only aggregate results will be shared.

When you receive your ballot, please read and follow the voting instructions carefully and answer the question on the ballot by selecting one of the two choices provided:

ARE YOU IN FAVOUR OF A STRIKE? YES ☐ NO ☐
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Please note: the image above is for illustration purposes only and is not your ballot.

***Once you have made your choice and submitted your vote, it cannot be changed.

Vote YES to authorize a strike.

A strong “YES” vote sends a clear message to our employers: we are united, we are serious, and we are ready to fight for the fairness, stability and respect we need in our next collective agreement.

Our priorities are clear:

- **Fair funding for our benefits.** Just like the FBA and HSPBA, our benefit trust deserves full funding retroactive to 2021.
- **Fair access to overtime.** We want to see the expansion of overtime by seniority to ensure overtime opportunities are allocated fairly, curtailing assignments offered by convenience or through personal relationships.
- **Equal pay for equal work.** Wages, shift premiums, vacation, and other monetary entitlements must be brought up to the same level as other HEABC healthcare workers doing the same work, ensuring fairness and equity across the sector.

Remember: a vote in favour of a strike **does not automatically mean a strike will happen.** But a strong strike mandate is a powerful tool to help us negotiate the collective agreement we deserve.

Strike Vote Information Sessions

Have questions? Join an information session.

If you have questions about how we reached an impasse or why a strong “YES” vote is so important, join members of your bargaining committee at any of the following sessions.

Information Sessions (via Zoom) *All times in Pacific Time*

- Monday, Nov 3 – 6:30 p.m.
- Tuesday, Nov 4 – 6:30 p.m.
- Thursday, Nov 6 – 6:30 p.m.
- Wednesday, Nov 12 – 6:30 p.m.
- Monday, Nov 17 – 6:30 p.m.

[CLICK HERE to join the Zoom Session \(all sessions can use this link\)](#)

Meeting ID: 843 0607 0328

Passcode: 392101

The public service tentative agreement

On October 26, the BCGEU reached a tentative agreement with the provincial government for public service workers. We applaud the BCGEU members for their strength and unity throughout their eight-week strike. Your bargaining committee is optimistic their gains pave the way for meaningful improvements at our own bargaining table.

Keep your contact information up to date

Please make sure your local has your current personal contact information, including personal email and phone number. Encourage your co-workers to do the same – especially if they aren't receiving union emails.

Stand up for fairness and respect

Your support is crucial to our collective success. This strike vote is our opportunity to stand up for what's right — **fair pay, fair treatment, and real respect**. Working together, we'll show the employer that community health workers across the province are united and ready to fight for the agreement we deserve.

In solidarity,

Your CUPE delegates to the Community Bargaining Association bargaining committee