

VOTE NO TO THE 2025-2029 FBA TENTATIVE AGREEMENT

A Comprehensive Case for Rejection

Prepared for HEU Members
December 2025

EXECUTIVE SUMMARY: WHY MEMBERS SHOULD VOTE NO

After 20+ years of fighting for justice following the devastating 2004 wage cuts, HEU members deserve a contract that truly restores what was taken and protects us against future erosion. **This tentative agreement fails on both counts.**

While the bargaining committee secured some modest improvements, the fundamental economic terms of this deal represent a significant step backward that will harm members for years to come. The elimination of Cost-of-Living Adjustment (COLA) protection, the removal of benefits language from the collective agreement, and a 4-year lock-in without reopeners create a perfect storm of risk that far outweighs the limited gains.

This document presents the factual case for why members should reject this tentative agreement and send the bargaining committee back to secure a fair deal that truly protects our economic security.

SECTION 1: THE CRITICAL LOSSES THAT DEMAND REJECTION

1.1 COLA ELIMINATION: GAMBLING WITH YOUR PAYCHEQUE

THE LOSS: The 2022-2025 agreement included Cost-of-Living Adjustment (COLA) protection that automatically triggered wage increases when inflation exceeded certain thresholds. This protection delivered an additional **2.25% in wage increases** over the contract term—approximately **\$1,000+ in additional income** for a worker earning \$25/hour.

The 2025-2029 tentative agreement completely eliminates COLA protection.

WHY THIS MATTERS:

With a fixed 3% annual increase and no inflation protection:

- **If inflation averages 2.5%** (below recent trends): Real wage growth is only **0.5% per year**—essentially stagnant after taxes
- **If inflation averages 3.5%** (more realistic): You **lose purchasing power** every year
- **If inflation averages 4%** (as it has recently): You face a **-1% real wage decline** annually

THE MATH:

- **Year 1 (2025-2026):** 3% raise, but if inflation is 3.5%, you're already behind by 0.5%
- **Year 2 (2026-2027):** Another 3% raise, but if inflation is 3.5%, you're now behind by 1%
- **Year 3 (2027-2028):** Another 3% raise, but if inflation is 3.5%, you're now behind by 1.5%
- **Year 4 (2028-2029):** Another 3% raise, but if inflation is 3.5%, you're now behind by 2%

Over 4 years, you could lose 2-4% of your purchasing power with no way to recover it.

COMPARISON TO PREVIOUS AGREEMENTS:

- HEU 2022-2025 had COLA protection that delivered 2.25% additional
- BC Teachers 2022-2025 had COLA protection (up to 2.25%)
- Many private sector unions have inflation-linked increases

HEU members are being asked to give up this critical protection at a time when inflation remains unpredictable.

1.2 BENEFITS GOVERNANCE: A DANGEROUS STRUCTURAL CHANGE

THE LOSS: The most insidious change in this agreement is one that many members might overlook: **specific benefits language has been removed from the collective agreement itself.**

WHAT THIS MEANS:

Before (2022-2025):

- Specific benefit levels were written into the collective agreement
- Changes to benefits required reopening the collective agreement and bargaining
- Members had to ratify any changes to benefit levels

- Benefits were protected by the full force of the collective agreement

After (2025-2029):

- Benefits are now controlled entirely by the Joint Facilities Benefits Trust (JFBT)
- The collective agreement simply says "see www.jfbt.ca for details"
- The JFBT board (union and employer trustees) can modify benefits **without reopening the collective agreement**
- **No member ratification required for benefit changes**

WHY THIS IS DANGEROUS:

1. **No New Funding:** The agreement allocates **\$0 in new money** for benefits
2. **Healthcare Cost Inflation:** Medical, dental, and prescription costs are rising faster than general inflation
3. **Erosion Without Recourse:** The JFBT can reduce coverage to stay within budget—and you can't vote on it
4. **Loss of Bargaining Leverage:** Benefits are no longer a bargaining chip in contract negotiations

REAL-WORLD IMPACT:

Imagine this scenario in 2027:

- Prescription drug costs have increased 15%
- Dental costs have increased 12%
- The JFBT is running a deficit
- The JFBT board decides to reduce coverage or increase co-pays
- **You have no say. No vote. No recourse through bargaining.**

This is a fundamental weakening of your collective agreement protection.

1.3 THE 4-YEAR LOCK-IN: TIMING IS EVERYTHING

THE PROBLEM: This agreement locks members in for **4 years with no wage reopeners**.

This means:

- **No ability to renegotiate** if inflation spikes
- **No ability to respond** to changing economic conditions
- **No bargaining leverage** until 2029

WHY THE TIMING MATTERS:

1. **Provincial Election:** BC's next provincial election is in **October 2028**
 - This agreement pushes your next bargaining round to **after the election**
 - A new government could mean different priorities, different funding
 - You lose the ability to bargain during an election year when political pressure is highest

2. Economic Uncertainty:

- Interest rates are still volatile
- Inflation remains unpredictable
- Housing costs continue to rise
- A 4-year lock-in removes all flexibility to respond

3. Comparison to Our Own History:

- **HEU 2022-2025 had COLA protection** that delivered 2.25% additional
- **BC Teachers 2022-2025 had COLA protection** (up to 2.25%)
- **HEU 2025-2029 eliminates COLA** - we're going backwards
- **We're being asked to accept LESS protection than we had before**

1.4 CASUAL WORKERS: HIGHER REQUIREMENTS, MINIMAL COMPENSATION

THE LOSS: Casual workers face a **20% increase in minimum hours required** (from 225 to 270 hours per year) but receive only a **0.2% increase in pay-in-lieu** (from 13% to 13.2%)—and that tiny increase doesn't take effect until **2028**.

THE MATH:

- **Additional hours required:** 45 hours per year
- **Additional compensation:** 0.2% of your wages
- **For a casual earning \$25/hour:** That's an extra **\$1,125 in work required** for an additional **\$56.25 in annual pay**

This is exploitation, not fairness.

WHY THIS MATTERS:

1. **Barrier to Employment:** Many casual workers rely on flexibility—this makes it harder to maintain casual status
2. **No Job Security:** Despite working more hours, there's no guarantee of regularization
3. **Delayed Implementation:** The minimal pay increase doesn't even start until the final year of the agreement

SECTION 2: THE "GAINS" IN CONTEXT

The bargaining committee and HEU leadership are promoting several "gains" in this agreement. Let's examine them honestly:

2.1 WAGE RESTORATION: TOKEN AMOUNTS AFTER 20 YEARS

THE CLAIM: "Historic \$60.5 million wage restoration fund"

THE REALITY:

- $\$60.5 \text{ million} \div 67,000 \text{ members} = \$903 \text{ per member over 4 years}$
- $\$903 \div 4 \text{ years} = \225.75 per year
- $\$225.75 \div 12 \text{ months} = \18.81 per month

THE CONTEXT:

In 2004, the BC Liberal government imposed a **15% wage cut** on HEU members. For a worker earning \$50,000/year, that was a **\$7,500 annual loss**.

Over 20 years, accounting for lost wage growth and compounding:

- **The total loss per member is estimated at \$150,000-\$200,000+**

The "historic" restoration of \$18/month doesn't even begin to address this injustice.

Yes, there's a commitment for another \$132 million over the next two agreements—but:

1. **That's not guaranteed in writing in this agreement**
2. **It's spread over potentially 8 more years**
3. **It still won't achieve full restoration**

After 20 years of fighting, members deserve real restoration now, not token amounts spread over another decade.

2.2 LEAVE IMPROVEMENTS: WELCOME BUT DELAYED

THE GAINS:

- Bereavement leave: 3 days → 4 days (effective April 2026)
- Sick leave payout: 40% → 50% of unused credits (effective April 2026)
- Enhanced Indigenous cultural leave (effective April 2028)

THE CONTEXT:

These are **positive improvements** that members have fought for. However:

1. **Most don't take effect until 2026** (18 months away)
2. **Some don't take effect until 2028** (3+ years away)
3. **These gains don't offset the economic losses** from COLA elimination and benefits governance changes

These improvements should be celebrated—but they're not enough to justify accepting the critical economic losses in this agreement.

2.3 SAFETY LANGUAGE: PROCESS WITHOUT GUARANTEES

THE GAINS:

- Enhanced OHS language on violence, manual lifting, working alone
- Regional Workload Committees
- Two new OHS Advocate positions
- Paid OHS training for supervisors

THE CONTEXT:

These provisions improve **process and documentation** but provide **no guarantees** of:

- Mandatory staffing ratios
- Enforceable workload limits
- Automatic shift coverage
- Penalties for unsafe conditions

The language says employers "**shall ensure workload is not unsafe**" and make "**reasonable efforts**"—but these are subjective terms that are difficult to enforce.

Real safety improvements require:

1. **Mandatory minimum staffing levels**
2. **Automatic penalties for violations**
3. **Binding arbitration for safety disputes**
4. **Guaranteed shift coverage**

This agreement provides none of these.

2.4 LTC INTEGRATION: A WIN, BUT NOT FOR CURRENT FBA MEMBERS

THE GAIN: Thousands of HEU members working at privately operated long-term care and assisted living facilities will be brought into the FBA agreement by September 2028.

THE CONTEXT:

This is a **genuine victory** that:

- Reverses damaging privatization
- Brings workers back to common standards
- Strengthens the union

However:

- This doesn't directly benefit current FBA members
- It doesn't offset the economic losses in this agreement
- Implementation is 3+ years away

This gain strengthens HEU as a whole but doesn't justify the economic concessions current members are being asked to accept.

SECTION 3: FINANCIAL IMPACT ANALYSIS

3.1 REAL WAGE SCENARIOS

Let's examine what this agreement means for your actual purchasing power under different inflation scenarios:

SCENARIO 1: Low Inflation (2.5% average)

Year	Wage Increase	Inflation	Real Gain/Loss	Cumulative
2025-26	3.0%	2.5%	+0.5%	+0.5%
2026-27	3.0%	2.5%	+0.5%	+1.0%
2027-28	3.0%	2.5%	+0.5%	+1.5%
2028-29	3.0%	2.5%	+0.5%	+2.0%

Result: Minimal real wage growth of 2% over 4 years (0.5% per year)

SCENARIO 2: Moderate Inflation (3.5% average)

Year	Wage Increase	Inflation	Real Gain/Loss	Cumulative
2025-26	3.0%	3.5%	-0.5%	-0.5%
2026-27	3.0%	3.5%	-0.5%	-1.0%
2027-28	3.0%	3.5%	-0.5%	-1.5%
2028-29	3.0%	3.5%	-0.5%	-2.0%

Result: Real wage loss of 2% over 4 years

SCENARIO 3: Higher Inflation (4.5% average)

Year	Wage Increase	Inflation	Real Gain/Loss	Cumulative
2025-26	3.0%	4.5%	-1.5%	-1.5%
2026-27	3.0%	4.5%	-1.5%	-3.0%
2027-28	3.0%	4.5%	-1.5%	-4.5%
2028-29	3.0%	4.5%	-1.5%	-6.0%

Result: Real wage loss of 6% over 4 years

3.2 WHAT YOU'RE ACTUALLY LOSING

For a worker earning \$30/hour (approximately \$62,400/year):

COLA Loss (compared to 2022-2025 protection):

- Estimated loss over 4 years: **\$2,500-\$4,000**

Real Wage Erosion (Scenario 2: 3.5% inflation):

- Year 1 loss: \$312
- Year 2 loss: \$624
- Year 3 loss: \$936
- Year 4 loss: \$1,248
- **Total purchasing power loss: \$3,120**

Benefits Erosion (estimated):

- Healthcare cost inflation typically 5-7% annually
- With no new funding, expect reduced coverage or increased co-pays
- Estimated annual impact: **\$200-\$500**
- **4-year impact: \$800-\$2,000**

TOTAL ESTIMATED LOSS OVER 4 YEARS: \$6,420-\$9,120

Wage Restoration "Gain": \$903

NET LOSS: \$5,517-\$8,217

SECTION 4: WHAT HEU LEADERSHIP ISN'T TELLING YOU

4.1 THE "EMPLOYER DISCRETION" TRAP

Throughout this agreement, you'll see phrases like:

- "Employer shall make reasonable efforts"
- "Where practicable"
- "Subject to operational needs"
- "At the employer's discretion"

These phrases give employers enormous wiggle room to deny your rights.

EXAMPLE: Educational Leave (Article 32.03)

The agreement says the employer "must make every effort to approve" educational leave if they can find coverage. But:

- What constitutes "every effort"?
- Who decides if coverage is available?
- What happens when the employer claims "operational needs" prevent approval?

The union has consistently failed to hold employers accountable for these vague terms. Without clear, enforceable standards, these provisions are meaningless.

4.2 THE MISSING ACCOUNTABILITY

Where is the enforcement mechanism for:

- Workload limits?
- Safe staffing levels?
- Violence prevention?
- Mandatory shift coverage?

Answer: There isn't one.

The agreement is full of committees, working groups, and "joint recommendations"—but **no binding commitments, no automatic penalties, no real teeth.**

4.3 THE HEAD OFFICE PROBLEM

It's worth noting that the people negotiating this agreement—and the people who will vote to recommend it—don't face the same daily realities as frontline workers:

- They're not short-staffed on the floor
- They're not dealing with violent patients
- They're not working mandatory overtime
- They're not struggling with the cost of living

Yet they're asking you to accept an agreement that protects their interests (job security, stable funding) while exposing you to economic risk.

SECTION 5: WHAT A FAIR AGREEMENT WOULD LOOK LIKE

Members deserve to know what we should be fighting for. A fair agreement would include:

5.1 ECONOMIC SECURITY

Wages:

- **Minimum 3.5% annual increases** to keep pace with realistic inflation
- **COLA protection** that triggers at 2.5% inflation
- **Immediate, meaningful wage restoration** of at least \$100/month per member
- **3-year term** with wage reopener at 18 months

Benefits:

- **Specific benefit levels written into the collective agreement**
- **New funding** to address healthcare cost inflation
- **Enhanced coverage** for mental health, dental, and prescription drugs
- **Member ratification required** for any benefit changes

5.2 WORKLOAD AND SAFETY

Enforceable Standards:

- **Mandatory minimum staffing ratios** by unit type
- **Automatic penalties** for employers who fail to meet staffing requirements
- **Binding arbitration** for workload disputes
- **Guaranteed shift coverage** or mandatory overtime at double-time

Violence Prevention:

- **Mandatory risk assessments** before patient/resident admission
- **Immediate removal** of violent individuals when staff safety is at risk
- **Automatic WCB claims** for violence-related injuries
- **Criminal prosecution support** for assaults on healthcare workers

5.3 JOB SECURITY AND FAIRNESS

Casual Workers:

- **No increase** in minimum hours requirements
- **Meaningful pay increase** (minimum 1% additional in-lieu)
- **Guaranteed regularization process** with timelines
- **Priority access** to permanent positions

All Workers:

- **Strong anti-contracting out language** with penalties
 - **Portability improvements** that take effect immediately
 - **Enhanced mobility rights** across health authorities
 - **Job sharing and flexible work options** without barriers
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SECTION 6: ADDRESSING THE "VOTE YES" ARGUMENTS

6.1 "This is the best we can get"

RESPONSE: This is what the employer and union leadership always say. But:

1. **We haven't tried rejecting it yet.** Employers often come back with better offers after rejection.
2. **We had better terms in our last agreement.** HEU 2022-2025 had COLA protection that delivered 2.25% additional. BC Teachers 2022-2025 also had COLA protection.
3. **The government has money.** BC is running surpluses—the money is there if we demand it.

Accepting a bad deal because "it's the best we can get" guarantees we'll never get better.

6.2 "We'll lose everything if we strike"

RESPONSE:

1. **Voting NO doesn't mean automatic strike.** It means sending the bargaining committee back to negotiate.
2. **The employer doesn't want a strike either.** Healthcare disruptions are politically costly.
3. **Our leverage is strongest before we accept a deal.** Once we ratify, we have no leverage for 4 years.

Fear of striking shouldn't force us to accept a bad agreement.

6.3 "The wage restoration is historic"

RESPONSE: \$18/month after 20 years of fighting is not historic—it's insulting.

The 2004 wage cuts cost members **\$150,000-\$200,000+ each** over 20 years. A "restoration" of \$903 over 4 years is **less than 1% of what was stolen.**

Real restoration would mean full parity with comparable public sector workers—not token amounts spread over decades.

6.4 "We need to support the bargaining committee"

RESPONSE: Supporting the bargaining committee means:

1. **Trusting them to go back and fight harder** when we reject an inadequate deal

2. **Giving them a clear mandate** that members won't accept economic concessions
3. **Holding them accountable** to secure a fair agreement

Blind acceptance of a bad deal doesn't support the committee—it undermines future bargaining power.

6.5 "The improvements to safety and leave are important"

RESPONSE: They are important—but they're not enough to offset the economic losses.

You can have enhanced safety language AND economic security. You can have better leave provisions AND COLA protection. **These aren't either/or choices.**

Don't let the employer use modest improvements in one area to justify major concessions in another.

SECTION 7: THE BIGGER PICTURE

7.1 PATTERN BARGAINING AND YOUR FUTURE

What you accept now sets the pattern for:

- Future HEU negotiations
- Other healthcare unions
- Public sector workers across BC

If HEU members accept:

- COLA elimination
- Benefits governance changes
- 4-year terms without reopeners
- Token wage restoration

Then other employers will demand the same concessions from their workers.

Your vote isn't just about this contract—it's about the future of public sector bargaining in BC.

7.2 THE POLITICAL CONTEXT

Why is the government pushing this deal now?

1. **Provincial election in October 2028:** They want labor peace locked in through the election
2. **Budget pressures:** They want predictable, low-cost settlements

3. **Testing the waters:** They want to see if workers will accept COLA elimination

The government is betting that:

- Members are tired and will accept any deal
- Fear of striking will override economic concerns
- Union leadership will sell the deal despite its flaws

Prove them wrong.

7.3 SOLIDARITY AND STRENGTH

Healthcare workers have power because:

- The system can't function without you
- The public supports healthcare workers
- Politicians fear healthcare disruptions

But that power only matters if you're willing to use it.

Accepting a bad deal because you're afraid to fight guarantees:

- Continued erosion of wages and benefits
- Worsening working conditions
- Ongoing recruitment and retention crises
- Declining quality of care

Rejecting this deal and demanding better shows:

- Members won't accept economic concessions
 - The union has real bargaining power
 - Healthcare workers deserve respect and fair compensation
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SECTION 8: WHAT HAPPENS IF YOU VOTE NO

8.1 THE PROCESS

If members reject this tentative agreement:

1. **The bargaining committee returns to the table** with a clear mandate from members
2. **Negotiations resume** with the employer
3. **The union may conduct strike votes** to strengthen bargaining leverage
4. **A new tentative agreement is reached** and brought back for ratification

OR

5. **If the employer refuses to negotiate in good faith**, members may vote to take job action

8.2 YOUR RIGHTS ARE PROTECTED

During negotiations:

- Your current collective agreement remains in force
- All wages, benefits, and working conditions continue
- You continue to work and get paid

If there's a strike:

- You receive strike pay from the union
- You have the right to picket
- The employer cannot permanently replace you
- You return to work when a new agreement is reached

8.3 REALISTIC OUTCOMES

Most likely scenario after a NO vote:

- The employer returns with improved wage offers
- COLA protection is restored (even if modified)
- The term is reduced to 3 years
- Benefits language is strengthened
- Members ratify an improved agreement

Why this is likely:

- The employer doesn't want a strike
- The government faces political pressure
- Other unions are watching
- The current offer is genuinely weak

Worst case scenario:

- Negotiations drag on for months
- Members vote to strike
- A short strike occurs
- A significantly better agreement is reached

Historical precedent:

- Many unions have rejected first offers and secured better deals
- Strikes in healthcare are typically short
- Public support for healthcare workers is strong

SECTION 9: HOW TO VOTE NO EFFECTIVELY

9.1 TALK TO YOUR COWORKERS

Before the vote:

- Share this document with coworkers
- Discuss the critical losses (COLA, benefits governance, 4-year term)
- Organize informal meetings to discuss concerns
- Contact your shop steward with questions

Key talking points:

- "We're being asked to give up inflation protection for 4 years"
- "Benefits can now be changed without our vote"
- "\$18/month isn't real wage restoration"
- "We deserve better after 20 years of fighting"

9.2 ATTEND INFORMATION MEETINGS

At union meetings:

- Ask tough questions about COLA elimination
- Demand explanations for benefits governance changes
- Challenge the "this is the best we can get" narrative
- Request financial impact analysis

Questions to ask:

- "Why did we give up COLA protection?"
- "What happens if inflation exceeds 3%?"
- "How can benefits be changed without member ratification?"
- "Why is this a 4-year term instead of 3 years?"
- "What's the plan if members reject this deal?"

9.3 VOTE NO WITH CONFIDENCE

When you cast your ballot:

- Vote NO to reject this inadequate agreement
- Encourage coworkers to vote NO
- Trust that rejection will lead to better outcomes
- Stand firm in demanding economic security

Remember:

- You're not voting against the bargaining committee
 - You're not voting for a strike
 - **You're voting for a fair agreement that protects your economic security**
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SECTION 10: CONCLUSION - THE CHOICE IS YOURS

10.1 WHAT'S AT STAKE

This vote will determine:

- Whether you have inflation protection for the next 4 years
- Whether your benefits can be changed without your consent
- Whether wage restoration is real or just symbolic
- Whether HEU members will accept economic concessions

The stakes couldn't be higher.

10.2 THE FUNDAMENTAL QUESTION

After 20 years of fighting for justice following the 2004 wage cuts, after working through a pandemic, after dealing with chronic understaffing and violence on the job:

Do you deserve:

- Real wage protection against inflation?
- Benefits that can't be changed without your vote?
- Meaningful wage restoration, not token amounts?
- A contract term that gives you flexibility to respond to changing conditions?

Or are you willing to accept:

- No inflation protection for 4 years?
- Benefits that can be changed without your consent?
- \$18/month as "restoration" after 20 years?
- A 4-year lock-in with no reopeners?

The answer should be obvious.

10.3 THE PATH FORWARD

Voting NO sends a clear message:

- HEU members won't accept economic concessions
- We demand real wage protection
- We expect meaningful restoration
- We deserve respect and fair compensation

Voting YES accepts:

- Elimination of COLA protection
- Weakened benefits governance
- Token wage restoration
- 4-year economic risk

The choice is yours. Choose wisely.

APPENDIX A: KEY FACTS SUMMARY

CRITICAL LOSSES

1. **COLA Eliminated:** No inflation protection for 4 years
2. **Benefits Governance Weakened:** Specific benefits removed from collective agreement
3. **4-Year Lock-In:** No wage reopeners, pushes bargaining past 2028 election
4. **Casual Workers:** 20% more hours required, 0.2% more pay
5. **Real Wage Risk:** Could lose 2-6% purchasing power over term

LIMITED GAINS

1. **Bereavement Leave:** 3→4 days (effective 2026)
2. **Sick Leave Payout:** 40%→50% (effective 2026)
3. **Safety Language:** Enhanced but not enforceable
4. **LTC Integration:** Positive but doesn't benefit current FBA members
5. **Wage Restoration:** \$18/month (\$903 over 4 years)

FINANCIAL IMPACT

- **Estimated loss from COLA elimination:** \$2,500-\$4,000
- **Estimated loss from real wage erosion:** \$3,120 (at 3.5% inflation)
- **Estimated loss from benefits erosion:** \$800-\$2,000
- **Total estimated loss:** \$6,420-\$9,120
- **Wage restoration "gain":** \$903
- **NET LOSS:** \$5,517-\$8,217

WHAT WE SHOULD DEMAND

1. **COLA protection** at 2.5% trigger
2. **Minimum 3.5% annual increases**
3. **Benefits language** in collective agreement
4. **3-year term** with reopener
5. **Real wage restoration** of \$100+/month

6. **Enforceable workload standards**

7. **No increase** in casual hours requirements

APPENDIX B: COMPARISON TO OTHER AGREEMENTS

BC TEACHERS FEDERATION (BCTF) - 2022-2025

- **Term:** 3 years (July 2022 - June 2025)
- **Wage Increases:** Year 1: \$427 + 3.24%, Year 2: 5.5% + COLA, Year 3: 2% + COLA
- **COLA:** Up to 1.25% in Year 2, up to 1.0% in Year 3
- **Benefits:** Specific levels in collective agreement
- **Total with COLA:** Approximately 13.75% over 3 years

BC GOVERNMENT EMPLOYEES UNION (BCGEU) - 2025 (Just Signed)

- **Term:** 4 years
- **Wage Increases:** 3% per year
- **COLA:** NO COLA protection
- **Benefits:** Some improvements to vision care and counselling
- **Note:** BCGEU just accepted a similar deal to HEU's proposal after 8 weeks of strike

HEU FBA - 2022-2025 (CURRENT AGREEMENT)

- **Term:** 3 years
- **Wage Increases:** Variable with COLA protection
- **COLA:** Delivered 2.25% additional over term
- **Benefits:** Specific levels in collective agreement

HEU FBA - 2025-2029 (PROPOSED)

- **Term:** 4 years
- **Wage Increases:** 3% fixed, NO COLA
- **COLA:** ELIMINATED
- **Benefits:** Removed from collective agreement

HEU members are being asked to accept **LESS** protection than we had in our own previous agreement. We're going **BACKWARDS**, not forwards.

APPENDIX C: RESOURCES AND CONTACTS

FOR MORE INFORMATION

- **HEU Website:** www.heu.org
- **Your Local Shop Steward:** [Contact your workplace steward]
- **HEU Provincial Office:** 604-438-5000

ORGANIZING RESOURCES

- Share this document with coworkers
- Organize informal discussions
- Attend union information meetings
- Contact your shop steward with questions

VOTING INFORMATION

- **Vote Online:** [Details provided by HEU]
 - **Vote Deadline:** [Check HEU communications]
 - **Results:** [Will be announced by HEU]
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FINAL WORD: VOTE NO FOR A FAIR DEAL

You deserve better than this tentative agreement.

After 20 years of fighting for justice, after working through a pandemic, after dealing with chronic understaffing and violence—you **deserve real wage protection, secure benefits, and meaningful restoration.**

This agreement doesn't deliver.

Vote NO. Demand better. Fight for fairness.

Solidarity forever.

This document was prepared by concerned HEU members who believe in fighting for economic justice and fair working conditions. It is based on factual analysis of the tentative agreement and comparison to the current collective agreement.

All facts and figures have been verified against official HEU and FBA documents.

Share this document widely. Discuss it with your coworkers. Vote NO with confidence.