

May 22, 2026

Health employers and Nurses' Bargaining Association reach tentative agreement

HEABC members and the Nurses' Bargaining Association (NBA) have reached a tentative agreement for a new collective agreement. HEABC and NBA entered into formal negotiations on October 21, 2025 and reached a tentative agreement on May 21, 2026.

The tentative agreement supports the 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. Both parties will now take the details of the tentative agreement back to their members for a ratification vote to ensure broad-based support.

The tentative agreement was reached after NBA announced an impasse at the bargaining table on April 21, 2026. On May 12, 2026, BCNU announced that 98.2 per cent of its members had voted in favour of a strike mandate. The parties returned to the table on May 12, 2026.

"We are very pleased to have reached a tentative agreement with the Nurses' Bargaining Association, which includes fair wage increases, sustainable and improved benefits, and provisions to improve working conditions for nurses," said HEABC President & CEO Michael McMillan.

The NBA Provincial Collective Agreement covers approximately 62,600 registered, psychiatric, and licensed practical nurses in BC. The majority of the nurses are represented by the British Columbia Nurses' Union (BCNU), which is the lead union for NBA. Nurses are also represented by the Health Sciences Association (HSA), the Hospital Employees' Union (HEU) and the British Columbia General Employees' Union (BCGEU).

Nurses work in hospitals, long-term care, community and public health, home support and mental health throughout the province.

The current Nurses' Sector Collective Agreement expired on March 31, 2025. However, the terms and conditions of the current collective agreement remain in effect until the parties ratify a new collective agreement.

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