

IN THE MATTER OF AN ARBITRATION

BETWEEN:

HEALTH EMPLOYERS ASSOCIATION OF BRITISH COLUMBIA
(the “Employer”)

AND:

NURSES’ BARGAINING ASSOCIATION
(the “Union”)
(NBA Health and Welfare Benefits – Appendices U.1 and U.2)

INTERIM AWARD

ARBITRATOR:

Vincent L. Ready

COUNSEL:

Michael McMillan
for the Employer

James Gould and
Derek Knoechel
for the Union

DECISION:

December 16, 2025

The status of health and welfare benefits plan change under the Nurses' Provincial Collective Agreement was referred to me under Appendices U.1 and U.2 of the Collective Agreement.

I have heard from the parties concerning their positions. The parties differ on a number of issues respecting Appendices U.1 and U.2, including a number of preliminary issues identified by the NBA.

While there are numerous issues in dispute, it is clear that Appendix U.2 includes a deadline of January 1, 2026, for a selected plan model to be implemented.

The parties differ on the full extent of my jurisdiction for purposes of Appendices U.1 and U.2, and if necessary that issue will need to be adjudicated after hearing from the parties. However, the parties are in agreement that I have jurisdiction to confirm the underlying formula that applies for purposes of implementation of the benefits plan model required under U.1 and U.2.

Given the scope of the underlying issues that remain outstanding between the parties, there is further time required to allow for adjudication. At the same time, the parties are currently in collective bargaining. Accordingly, this interim award is being issued so that all underlying issues that are ultimately determined to be within my jurisdiction may be adjudicated as required, allowing for an orderly selection and implementation of the benefits plan model.

I have determined that the timeline for implementation under Appendix U.2 must be extended to allow for the adjudication and resolution of the underlying issues and disputes between the parties. If the parties are unable to agree, by January 30, 2026, on a revised implementation date, I will determine an appropriate date, after hearing from the parties.

There is a dispute regarding each party's respective responsibility concerning the timelines and process to date. The parties may address the question of any question of liability for damages arising from the need for extension, and to seek dispute resolution of that question as appropriate at a future date.

Dated at the City of Richmond in the Province of British Columbia this 16th day of December, 2025



Vincent L. Ready