

Summary of Main Elements following the Conciliation Award and Prior Bargaining

- The term of the agreement is 4 years, from May 10, 2014 to May 9, 2018
- Pay rates will increase for all levels as follows:

Effective May 10, 2014	-	1.25% salary increase
Effective May 10, 2015	-	1.25% salary increase
Effective May 10, 2016	-	1.00% (wage adjustment)
Effective May 10, 2016	-	1.25% salary increase
Effective May 10, 2017	-	1.25% salary increase
- **Step-brother** and **step-sister** will be added to Bereavement Leave With Pay.
- **Grandchildren** will be added to Leave Without Pay for the Care of Immediate Family.
- **Gender identity** and **gender expression** will be added to the No Discrimination clause.
- The following will be added to **21.06**

Except as otherwise specified in this Agreement:

- a. where leave without pay for a period in excess of three (3) months is granted to a lawyer **for reasons other than illness**, the total period of leave granted shall be deducted from “continuous employment” for the purpose of calculating severance pay and from “service” for the purpose of calculating vacation leave;
 - b. time spent on such leave which is for a period of more than three (3) months shall not be counted for pay increment purposes.
- The following changes will be made to **19.13** Leave With Pay for Family-Related Responsibilities
 - (a) For the purpose of this clause, family is defined as spouse (or common-law partner resident with the lawyer), children (including foster children, children of legal or common-law partner), parents (including stepparents or foster parents), **father-in-law, mother-in-law, brother, sister, step-brother, step-sister, grandparents of the lawyer, grandchild, or any relative permanently residing in the lawyer’s household or with whom the lawyer permanently resides or any relative for whom the employee has duty of care, irrespective of whether they reside with employee.**

- The following, on **Standby Duty**, will be added to the collective agreement, **article 13.02**:
 - (e) Where the Employer requires a lawyer to be available on standby during off duty, the lawyer shall be compensated at the rate of one-half (1/2) hour leave with pay for each four (4) hour period or part thereof for which the lawyer is required to be on standby duty.*
 - (f) A lawyer required by the Employer to be on standby duty shall be available during his or her period of standby at a known telephone number and be available to return for duty as quickly as possible if called.*
 - (g) In requiring lawyers for standby, the Employer will endeavor to provide for the equitable distribution of standby duties.*
 - (h) No standby compensation leave shall be granted if a lawyer is unable to report for duty when required.*
 - (i) Leave under this Article can be carried over but must be used by the end of the next fiscal year.*
- The new provisions will come into force **120 days (November 7, 2018)** after the Binding Conciliation decision, dated July 10, 2018.

[FAQs on 2018 Collective Agreement](#)