

## 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.