



# 2025

## AT A GLANCE

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A YEAR IN REVIEW | THE ASSOCIATION OF JUSTICE COUNSEL





# Message from the President

2025 was a demanding year for our union, marked by both progress and pressure. On the results side, the AJC completed a major internal reorganization that strengthened our capacity to serve members, particularly on the front lines. The implementation of the collective agreement presented challenges, and throughout this process the AJC has continuously supported members in addressing issues related to salary increases, proper step adjustments and retroactive pay.

*Gregory Harlow | President*

While many members have now received their payments, the AJC continues to address outstanding issues and ongoing grievances. This sustained, disciplined effort will help members ultimately receive what they are owed.

At the same time, our members have faced serious disruption. The employer's decisions to freeze term rollover to indeterminate, pause the Justice LP-01 development program, and initiate workforce adjustment have created real stress and uncertainty. The AJC is responding with resolve. We are pressing the Employer to prioritize alternation and redeployment, treating job loss as a last resort. We are challenging the Justice LP-01 pause through every available avenue, and we are actively engaging MPs, Finance, and Treasury Board to protect justice capacity from the Employer's expenditure review. We may not control every outcome, but we are persistent and focused on limiting harm to members.

This work continues as we prepare for the next round of collective bargaining. Early in the new year, you will be asked for input on bargaining priorities. We are also advancing member-identified priorities, including pensions.

The challenges ahead are real, but so is the strength of this union. Your union stands with you, and we will continue to support you through the year ahead.



During the press conference on federal unions’ response to the 2025 federal budget:

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| <ul style="list-style-type: none"> <li>• Larry Rousseau, Executive Vice-President, Canadian Labour Congress (CLC)</li> <li>• Sharon DeSousa, National President, Public Service Alliance of Canada (PSAC)</li> <li>• Vivian Funk, Vice-President (Health and Safety), Association of Justice Counsel (AJC)</li> </ul> | <ul style="list-style-type: none"> <li>• Alex Silas, National Executive Vice-President, Public Service Alliance of Canada (PSAC)</li> <li>• Sean O’Reilly, President, Professional Institute of the Public Service of Canada (PIPSC)</li> <li>• Nathan Prier, President, Canadian Association of Professional Employees (CAPE)</li> </ul> |
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## Where Advocacy Made a Difference

2025 was a year in which advocacy mattered, not in theory, but in practice. At a time of heightened pressure on public service and growing uncertainty for members, the AJC stood with members when decisions had real and immediate consequences, ensuring their concerns were raised forcefully at the appropriate tables.

One notable example was the AJC’s participation in a budget-related press conference alongside sibling federal public sector unions. This collective intervention resulted in significant media exposure and reinforced the AJC’s role as a serious and credible voice on issues affecting federal legal professionals. These efforts continued through a renewed focus on government relations, including meetings with Members of Parliament in December on key issues such as the impacts of the federal budget.



# Representation in Action

## Representation work in 2025

More than  
**880** intakes received

More than  
**1,000** active files, including inquiries and grievances

An intake can be resolved within half a day through email exchanges, or it can take a year or more depending on its complexity and whether a grievance is filed. In 2025, the average length of time for an inquiry to be opened and closed was 27 days. For matters that resulted in a filed grievance, the average duration was **120 days**.

Thanks to your valuable feedback, the intake form was updated to improve clarity and efficiency.

## Grievances and Legal Actions

More than  
**500** active individual grievance matters underway

More than  
**370** grievances filed

- 248** LP-01 Program Pause
- 73** Collective Agreement Pay Implementation
- 17** Overpayments

**13** active policy grievances

- Unfair Labour Practice complaint
- Judicial review of the Department of Justice's decision on the pause to the LP-01 program
- Staffing complaint

**Impact on Working Conditions:** These grievances and legal actions are not abstract exercises. They are aimed at addressing concrete impacts on members' careers, compensation, professional development, and trust in fair processes. Where necessary, the AJC has escalated matters to ensure accountability.

# Representation in Action

## LP-01 Training and Development Program

The pause of the LP-01 Training and Development Program had profound consequences for members. Survey results show that nearly 90 percent of respondents said the pause made them reconsider their career at the Department of Justice. Members reported turning down substantive promotions and declining interviews for LP-02 positions as a direct result.

AJC members affected by the Employer's decision to pause the Justice LP-01 Training and Development Program took decisive action and filed 250 individual grievances.

Earlier this year, the AJC filed a policy grievance and a judicial review with respect to the pause of the LP-01 Training and Development Program. The policy grievance is proceeding by way of written submissions. The Employer applied to strike the judicial review, and the Federal Court denied its application in October 2025.

In October 2025, the AJC filed an unfair labour practice regarding the Employer's conduct in pausing the LP-01 Training and Development Program.

The government's decision to suspend this program is more than a cost-cutting measure – it is a breach of trust, an abuse of authority and an attack on fairness for members who have been denied the promotions they earned. The union's position on the LP-01 Training and Development Program is clear: follow through on the promotions and reinstate the program as soon as possible.

For more information about the work of the AJC with respect to the pause of the LP-01 Training and Development Program, please review the Fact Sheet or contact: [admin@ajc-ajj.ca](mailto:admin@ajc-ajj.ca).



**LP-01 FACT SHEET**

# & Workforce Adjustment & Expenditure Review

Recently, the Department of Justice confirmed that additional Workforce Adjustment exercises are expected as part of the Comprehensive Expenditure Review (CER). Justice has committed to prioritizing voluntary options, including voluntary departure, alternation, and the Early Retirement Incentive (ERI), to limit involuntary job loss.

Preliminary ERI notifications have been issued through the Pension Portal, but the program is not yet available. Final eligibility criteria, timelines, and application processes will only be confirmed after the Budget 2025 Implementation Act is passed.

For members, a practical step at this stage is to review personal pension information in the online pension portal, to become familiar with an individual's retirement situation should further details be released.

AJC leadership has been clear in meetings with departments and elected officials: the federal public service cannot function without an adequately resourced LP community. In this period of uncertainty, the AJC remains present, engaged, and committed to supporting members through every phase of the CER.



# The year ahead

## Collective Bargaining: Laying the Groundwork

The AJC is preparing strategically for the next round, as the collective agreement expires on May 9, 2026. Your union is currently finalizing member input, gathering data, and analyzing the most appropriate dispute resolution method.

### Bargaining Town Halls Across the Country



#### National Capital Region (Ottawa)

**HYBRID - Register here**

Additional sessions: Further in-person, hybrid, and regional virtual town halls will be held across the country. Dates and registration details will be shared soon.

### Term LP-01 Town Hall



**VIRTUAL - Register here**

A bilingual virtual town hall focused on the experiences of Term LPs, to hear directly from members and share how the AJC advocates on their behalf.

## Important Reminders

### STAY INFORMED TAKE ACTION

Closely monitor internal employer communications for important HR information.

### STAY ON TOP OF YOUR TIME

Regularly review and enter your hours, and request management leave where warranted.

**NEW**  
**WFA Alternation List**  
**AVAILABLE**

The AJC has its own secure Alternation List to help members impacted by Workforce Adjustment who want to remain in the public service connect with non-affected members who are ready to leave voluntarily. **This list is updated up to three times per week.**

# 2026 PRIORITIES

- Members driving collective bargaining
- Continued action on the LP-01 program pause
- Ongoing representation and advocacy on WFA and ERI
- Sustained pressure on the Employer for full implementation of the collective agreement
- Submissions to the Auditor General on the audit of hiring, retention, and promotion of persons with disabilities
- Governing Council nominations and elections