

## Highlights of the tentative agreement with Legal Aid Society

- Term of the agreement is from Jan. 1, 2020, until March 31, 2024.
- January 1, 2023: 1.25% increase to the salary grid (red-circled employees will receive this increase as a lump sum retroactively on all hours worked in 2023 on the first pay period following Jan. 1, 2024).
- Sept. 1, 2023: 1.50% increase to the salary grid (red-circled employees will receive this increase as a lump sum retroactively on all hours worked in 2023 on the first pay period following Jan. 1, 2024).
- Earned Days Off (EDOs) will no longer be accrued after Dec. 31, 2022, and any remaining banked days not scheduled by March 31, 2024, will be paid out.
- Jan. 1, 2023: Paid daily hours of work will increase from 7 to 7.25 hours, bringing about a 3.6% increase in income for full-time employees.
  - For example, someone currently working 8:15 a.m. – 4:30 p.m., with a 45-minute unpaid lunch and two paid 15-minute breaks, and earning EDOs, would now work 8:15 a.m. – 4 p.m. with a 30-minute unpaid lunch and two 15-minute paid breaks. Employees would also have the option to adjust their start/end times and take a one-hour unpaid meal break. For example, working 8:15 a.m. – 4:30 p.m., with a one-hour unpaid meal break and two paid 15-minute breaks. In either scenario, employees will no longer bank paid time, but would be paid for an additional 15 minutes per day (equivalent to a 3.6% increase in pay).
- A new Letter of Understanding (LOU) regarding Work from Home. The LOU as agreed will be applicable to all positions.
- Jan. 1, 2023: Addition of two paid bonus days (pro-rated for part-time employees).
- Jan. 1, 2023: Addition of two days (total increases from four to six) which employees can use for family illness (deducted from casual-illness entitlement).
- A new Letter of Understanding regarding intake of applications begun by non-bargaining unit members.

### Other Non-monetary changes:

- Article 3: Legal Aid will provide more members' info to AUPE, which will help improve communication and union representation (phone number; status – Permanent, Temporary, Casual; Full-time equivalency; on leaves of 30 days or more).
- Article 4: Clarifying that union stewards represent members in disciplinary meetings but any elected officer, union stewards, staff representatives or elected officers can provide union orientation for new employees.
- Article 10: Confirming that employees returning from WCB leave will be reinstated in their previous position.
- Article 11: Probationary employees will be given feedback at their mid-point and will be provided with at least 24 hours' notice of a meeting if the employer intends to terminate their employment so they can arrange union representation. Also, the employer will provide written reasons for the termination.
- Article 12: Clarifying the process for submitting grievance.
- Article 23: Maternity/Parental/Adoption Leaves – Confirmed entitlement for maternity leave for pregnancy ending other than as a result of a live birth within 16 weeks of the estimated due date.
- Article 31: The Employer will confirm hiring as soon as possible.
- Article 41: Clarifying roles of Employee Management Advisory Committee and Union/Employer representatives.