

# BARGAINING UPDATE



**LEGAL AID  
LOCAL 118 CHAPTER 119 - ALL STAFF**

## Legal Aid: bargaining continues Get involved and stay informed

Your negotiating team met with the employer to continue non-monetary discussions on August 28. [You can see our full proposals here.](#)

We renewed the following articles without changes:

- Article 3 – Union Membership and Payment of Dues
- Article 10 – Worker’s Compensation Supplement
- Article 16 – Proof of Illness
- Article 24 – Court and Jury Leave
- Article 26 – Leave Without Pay
- Article 30 – Notice of Resignation
- Article 35 – Terms and Conditions of Employment Applicable for Temporary Employees
- Article 39 – No Discrimination or Harassment/Respectful Workplace Policy

Your team negotiated several improvements to the following important Articles:

- Article 4 – Union Representation & Employer – Union Relations  
Legal Aid will advise when new employees will be trained, which will help facilitate their union orientation
- Article 13 – Grievance Procedure  
By default, we will use a single Arbitrator for grievance arbitration, with the option to use a panel

- Article 33 – Terms and Conditions of Employment Applicable to Part-Time Employees

Outdated language was removed

- Article 36 – Printing of Agreements

Legal Aid will make the collective agreement available online. Members are able to request printed copies from either the union or the employer

- Article 40 – Term of Agreement (partial sign off – term is outstanding)

Updated to include Legal Aid’s new address

There is still a long way to go before we achieve the collective agreement that meets our needs. We ask that you continue to attend our regular monthly online membership meetings on zoom every last Thursday of the month. Contact your negotiating team for details.

Our next bargaining meetings are September 18, 19, and October 16. Please contact a member of your negotiating team with any questions or concerns.

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