



**December 8, 2008**

## **Chapter Update**

The agreement between the PEA and the Law Society for the final disposition of the mediated flex funds can be found below. This agreement is the result of the hard work and dedication of the Chapter Executive, the representatives, and the Law Society. All deserve congratulations for perseverance and attention to detail.

Further, the Law Society is working to implement this agreement for the December 15, 2008 payroll, in time for the holidays. Our thanks for this undertaking at a busy time of the year.

Carmel Wiseman, Chairperson  
David Newell, Vice-Chairperson  
Jack Olsen, Secretary-Treasurer

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On October 3, 2008, the Law Society and the Professional Employees Association participated in mediation with a view to resolve how the Flex Funds should be applied. At the conclusion of the mediation, the parties signed a proposal for the use of the Funds subject to amendment to ensure the total of the 2% flex funds for each of 2008 and 2009 were fully used during the respective years.

*Following further discussions, the parties agree that the Flex Funds shall be used as follows:*

1. Establish a seven-step salary grid based on the minimum and maximum for each job classification as set out in the LSBC document referred to by Grant MacArthur in his recommendations adjusted by 3% for 2007 and 3% for 2008.
2. Create a new job classification for Custodianship Counsel with a range from \$85,000 to \$105,000 for 2008.
3. For each employee in the bargaining unit hired prior to January 1, 2008, adjust his or her current 2008 salary as of March 1, 2008 so that it falls onto a grid step for the employee's job classification. Where an employee's 2008 salary is not exactly equivalent to a grid step, the employee's salary would be increased to the first grid step greater than the employee's salary.
4. Adjust the 2008 maximum for the Professional Conduct job classification to \$101,111 and adjust the 2008 salaries of employees in this job classification accordingly.
5. Adjust the 2008 maximum for the Claims Counsel job classification to \$109,272 and adjust the 2008 salaries of employees in this job classification accordingly.
6. On January 1, 2009, each employee will receive the agreed to 4% salary increase and adjust the seven-step salary grid accordingly.
7. For each employee hired during 2008, adjust his or her salary at January 1, 2009 so that it falls onto the 2009 grid for that employee's job classification. Where an employee's January 1, 2009 salary is not exactly equivalent to a grid level, the employee's salary would be increased to the first grid level greater than the employee's salary.
8. During 2009, the salary of each employee will be increased on his/her anniversary date after January 1, 2009 to the next level on the salary grid for that employee's job classification, unless that employee's salary is already at the maximum for his or her job classification.
9. If any of the 2% flex funds available in 2009 remain after implementation of 1 through 8 above, they shall be applied uniformly to increase the 2009 salary grid for all classifications by that amount.



**December 8, 2008**

**2008 Original Salary Grid**

	1	2	3	4	5	6	7
Professional Conduct	\$82,750.20	\$84,872.00	\$86,993.80	\$89,115.60	\$91,237.40	\$93,359.20	\$95,481.00
PLTC Instructors	\$84,872.00	\$87,789.50	\$90,707.00	\$93,624.50	\$96,542.00	\$99,459.50	\$102,377.00
Claims Counsel	\$84,872.00	\$88,319.83	\$91,767.67	\$95,215.50	\$98,663.33	\$102,111.17	\$105,559.00
Custodianship Counsel	\$85,000.00	\$88,333.33	\$91,666.67	\$95,000.00	\$98,333.33	\$101,666.67	\$105,000.00
Policy & UAP	\$84,872.00	\$88,938.83	\$93,005.67	\$97,072.50	\$101,139.33	\$105,206.17	\$109,273.00
Practice Advice & Standards	\$90,176.50	\$93,359.25	\$96,542.00	\$99,724.75	\$102,907.50	\$106,090.25	\$109,273.00
Administrators	\$106,090.00	\$107,593.00	\$109,096.00	\$110,599.00	\$112,102.00	\$113,605.00	\$115,108.00
Discipline Counsel	\$100,785.50	\$103,526.08	\$106,266.67	\$109,007.25	\$111,747.83	\$114,488.42	\$117,229.00
Senior Discipline Counsel	\$116,699.00	\$118,467.17	\$120,235.33	\$122,003.50	\$123,771.67	\$125,539.83	\$127,308.00

**2008 Adjusted Salary Grid**

	1	2	3	4	5	6	7
Professional Conduct	\$82,750.20	\$85,810.33	\$88,870.47	\$91,930.60	\$94,990.73	\$98,050.87	\$101,111.00
PLTC Instructors	\$84,872.00	\$87,789.50	\$90,707.00	\$93,624.50	\$96,542.00	\$99,459.50	\$102,377.00
Claims Counsel	\$84,872.00	\$88,938.83	\$93,005.67	\$97,072.50	\$101,139.33	\$105,206.17	\$109,273.00
Custodianship Counsel	\$85,000.00	\$88,333.33	\$91,666.67	\$95,000.00	\$98,333.33	\$101,666.67	\$105,000.00
Policy & UAP	\$84,872.00	\$88,938.83	\$93,005.67	\$97,072.50	\$101,139.33	\$105,206.17	\$109,273.00
Practice Advice & Standards	\$90,176.50	\$93,359.25	\$96,542.00	\$99,724.75	\$102,907.50	\$106,090.25	\$109,273.00
Administrators	\$106,090.00	\$107,593.00	\$109,096.00	\$110,599.00	\$112,102.00	\$113,605.00	\$115,108.00
Discipline Counsel	\$100,785.50	\$103,526.08	\$106,266.67	\$109,007.25	\$111,747.83	\$114,488.42	\$117,229.00
Senior Discipline Counsel	\$116,699.00	\$118,467.17	\$120,235.33	\$122,003.50	\$123,771.67	\$125,539.83	\$127,308.00

**2009 Salary Grid\***

	1	2	3	4	5	6	7
Professional Conduct	\$86,060.21	\$89,242.75	\$92,425.29	\$95,607.82	\$98,790.36	\$101,972.90	\$105,155.44
PLTC Instructor	\$88,266.88	\$91,301.08	\$94,335.28	\$97,369.48	\$100,403.68	\$103,437.88	\$106,472.08
Claims Counsel	\$88,266.88	\$92,496.39	\$96,725.89	\$100,955.40	\$105,184.91	\$109,414.41	\$113,643.92
Custodianship Counsel	\$88,400.00	\$91,866.67	\$95,333.33	\$98,800.00	\$102,266.67	\$105,733.33	\$109,200.00
Policy & UAP	\$88,266.88	\$92,496.39	\$96,725.89	\$100,955.40	\$105,184.91	\$109,414.41	\$113,643.92
Practice Advice & Standards	\$93,783.56	\$97,093.62	\$100,403.68	\$103,713.74	\$107,023.80	\$110,333.86	\$113,643.92
Administrator	\$110,333.60	\$111,896.72	\$113,459.84	\$115,022.96	\$116,586.08	\$118,149.20	\$119,712.32
Discipline Counsel	\$104,816.92	\$107,667.13	\$110,517.33	\$113,367.54	\$116,217.75	\$119,067.95	\$121,918.16
Senior Discipline Counsel	\$121,366.96	\$123,205.85	\$125,044.75	\$126,883.64	\$128,722.53	\$130,561.43	\$132,400.32

\* There will be an adjustment to the 2009 salary grid calculated as of January 2 to reflect the implementation of item 9 (on page 1)