

Memorandum of Agreement

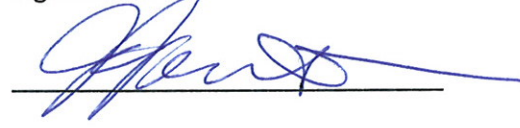
The Law Society of British Columbia and the Professional Employees Association agree as follows:

1. The term of the collective agreement as set out in Article 24.1 is extended to December 31, 2010.
2. The main Articles of the collective agreement shall have the titles set out in Schedule A and these titles are to assist the reader in navigating the collective agreement and are not to be used for the purpose of interpreting the Agreement.
3. The Parties agree to engage in a process to evaluate the market to ensure reliable information is available to the Parties respecting market comparability of salaries.
 - a. The Parties will establish a Joint Committee to assist in the production of the market evaluation. The Joint Committee will consist of two representatives from each Party. The Parties may each seek technical advice from others.
 - b. The Parties intend that this work should be completed by August 31, 2010.
 - c. The Joint Committee will discuss which human resources consultancy group would be appropriate for the purposes of this market evaluation.
 - d. The Joint Committee will agree on the position profiles in order that the description of the positions ensures accurate comparisons with other organizations.
 - e. The Joint Committee will agree on the comparison employers/organizations which will be used in the market evaluation.
 - f. The Parties agree that the full report produced by the human resources consultancy group will be provided to both parties.
 - g. The Law Society of BC agrees that it will bear the cost of the human resources consultancy group's analysis and report.
4. The maximum salary for the Administrator job classification is increased by \$5,000 and Appendix A is amended to add "January 1, 2010 – 1.5%".

Signed for LSBC



Signed for PEA



December 2, 2009

Schedule A

Article 1	Preamble
Article 2	Union Recognition and Rights
Article 3	Union Security
Article 4	Management Rights
Article 5	Grievance Procedure
Article 6	Arbitration Procedure
Article 7	Discipline and Termination of Employment
Article 8	Performance Review
Article 9	Postings and Appointments
Article 10	Hours of Work
Article 11	Job Descriptions
Article 12	Designated Holidays
Article 13	Vacation
Article 14	Leave from Work
Article 15	Maternity, Parental and Adoption Leaves
Article 16	Compassionate Care Leave
Article 17	Professional Development
Article 18	Professional Fees and Indemnity
Article 19	Benefits
Article 20	Salaries
Article 21	Union Management Committee
Article 22	Employee Safety
Article 23	Temporary Assignments and Term Employees
Article 24	Term of Agreement
Appendix A	Salary Schedule