

Appendix A – Salary Schedule

The Employees shall be paid their current salaries with the following general wage increases:

January 1, 2019 – 2%

January 1, 2020 – 2%

January 1, 2021 – 2%

A 0.75% market adjustment on January 1, 2020 and a further 0.75% market adjustment on January 1, 2021 shall be applied to all salary ranges.

A Signing Bonus of \$1,000 shall apply on the next payroll cycle, or as soon as possible, after ratification of this agreement.

The Law Society may hire/transfer/promote an employee into the bargaining unit (or from a different classification within the bargaining unit) at any rate in the salary range for the applicable job grouping. It is agreed that no current employee in the job grouping will be paid at a salary lower than the new employee, if the new employee is hired from outside the Law Society.

2019	1	2	3	4	5	6	7
Professional Conduct	\$111,169.45	\$115,529.03	\$119,888.62	\$124,248.21	\$128,607.79	\$132,967.38	\$137,326.96
PLTC Instructors	\$109,903.01	\$113,680.96	\$117,458.91	\$121,236.85	\$125,014.80	\$128,792.75	\$132,570.70
Claims Counsel	\$109,903.01	\$115,169.26	\$120,435.51	\$125,701.76	\$130,968.01	\$136,234.26	\$141,500.51
Custodianship Counsel	\$110,068.76	\$114,385.18	\$118,701.60	\$123,018.03	\$127,334.45	\$131,650.87	\$135,967.29
Policy & Legal Services	\$109,903.01	\$115,169.26	\$120,435.51	\$125,701.76	\$130,968.01	\$136,234.26	\$141,500.51
Practice Advice & Standards	\$116,771.95	\$120,893.38	\$125,014.80	\$129,136.23	\$133,257.66	\$137,379.09	\$141,500.51
Administrators	\$137,378.76	\$140,354.75	\$143,330.74	\$146,306.73	\$149,282.72	\$152,258.71	\$155,234.70
Discipline Counsel	\$130,509.82	\$134,058.68	\$137,607.53	\$141,156.39	\$144,705.24	\$148,254.09	\$151,802.95
Unauthorized Practice Counsel	\$121,739.76	\$125,797.75	\$129,855.74	\$133,913.73	\$137,971.72	\$142,029.72	\$146,087.71
2020	1	2	3	4	5	6	7
Professional Conduct	\$114,226.61	\$118,706.08	\$123,185.56	\$127,665.03	\$132,144.51	\$136,623.98	\$141,103.46
PLTC Instructors	\$112,925.34	\$116,807.18	\$120,689.03	\$124,570.87	\$128,452.71	\$132,334.55	\$136,216.39
Claims Counsel	\$112,925.34	\$118,336.41	\$123,747.49	\$129,158.56	\$134,569.63	\$139,980.70	\$145,391.78
Custodianship Counsel	\$113,095.65	\$117,530.77	\$121,965.90	\$126,401.02	\$130,836.15	\$135,271.27	\$139,706.39
Policy & Legal Services	\$112,925.34	\$118,336.41	\$123,747.49	\$129,158.56	\$134,569.63	\$139,980.70	\$145,391.78
Practice Advice & Standards	\$119,983.18	\$124,217.94	\$128,452.71	\$132,687.48	\$136,922.24	\$141,157.01	\$145,391.78
Administrators	\$141,156.68	\$144,214.51	\$147,272.34	\$150,330.17	\$153,388.00	\$156,445.83	\$159,503.66
Discipline Counsel	\$134,098.84	\$137,745.29	\$141,391.74	\$145,038.19	\$148,684.63	\$152,331.08	\$155,977.53
Unauthorized Practice Counsel	\$125,087.60	\$129,257.19	\$133,426.77	\$137,596.36	\$141,765.95	\$145,935.53	\$150,105.12
2021	1	2	3	4	5	6	7
Professional Conduct	\$117,367.84	\$121,970.50	\$126,573.16	\$131,175.82	\$135,778.48	\$140,381.14	\$144,983.80
PLTC Instructors	\$116,030.79	\$120,019.38	\$124,007.97	\$127,996.57	\$131,985.16	\$135,973.75	\$139,962.34
Claims Counsel	\$116,030.79	\$121,590.67	\$127,150.54	\$132,710.42	\$138,270.30	\$143,830.17	\$149,390.05
Custodianship Counsel	\$116,205.78	\$120,762.87	\$125,319.96	\$129,877.05	\$134,434.14	\$138,991.23	\$143,548.32
Policy & Legal Services	\$116,030.79	\$121,590.67	\$127,150.54	\$132,710.42	\$138,270.30	\$143,830.17	\$149,390.05
Practice Advice & Standards	\$123,282.71	\$127,633.94	\$131,985.16	\$136,336.38	\$140,687.61	\$145,038.83	\$149,390.05
Administrators	\$145,038.49	\$148,180.41	\$151,322.33	\$154,464.25	\$157,606.17	\$160,748.09	\$163,890.01
Discipline Counsel	\$137,786.56	\$141,533.29	\$145,280.01	\$149,026.74	\$152,773.46	\$156,520.19	\$160,266.91
Unauthorized Practice Counsel	\$128,527.51	\$132,811.76	\$137,096.01	\$141,380.26	\$145,664.51	\$149,948.76	\$154,233.01