

Memorandum of Understanding

Re: Variance of the Paralegal Staff into the Collective Agreement

The parties agree for the period January 1, 2024 – December 31, 2024 to make the following amendments to the current agreement:

Article 1 – Preamble

1.4 Professional Conduct

b) It is understood that the rights and obligations of the lawyer employees under this Agreement are subject to their professional obligations under the Legal Profession Act, the Law Society Rules and the Code of Professional Conduct for BC.

Article 18 – Professional Fees and Indemnity

18.4 BCPA Fees

The Law Society will reimburse BC Paralegal Association fees paid by a paralegal employee where such employee demonstrates active participation in the activities and programs of the BC Paralegal Association.

Article 23 – Temporary Assignments and Term Employees

23.2 Term Employees

The provisions of this Agreement will apply to Term Employees with the exception of the following Articles:

Short Term Disability

Long Term Disability

The Law Society shall pay lawyer term employees and paralegal term employees with a term greater than 9 months \$60.00 per month in lieu of short term disability benefits coverage.

The Law Society shall pay lawyer term employees, and paralegal term employees who are paralegals with a term greater than 9 months, who purchase comparable long term disability coverage during their term period, the amount, if any, by which the premium cost of the comparable coverage purchased privately by the Term Employee exceeds the premium cost of the long term disability coverage available to regular bargaining unit employees upon provision of proof of the coverage and payments.

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Article 7.3 – Probationary Period

The parties agree to status quo terms and conditions for Probationary Period, in accordance with employer’s practices, until the renewal of the collective agreement.

Article 10.1 – Hours of Work

The parties agree to status quo terms and conditions for Overtime, in accordance with employer’s policies, until the renewal of the collective agreement.

Article 13.1 – Vacation Entitlement

The parties agree to status quo terms and conditions for Vacation Entitlement, in accordance with employer’s policies, until the renewal of the collective agreement.

In lieu of 7.3, 10.1 and 13.1, each employee will receive three (3) additional special days that will expire at the end of 2024.

Appendix A – Paralegal Salary Schedule

2024	1	2	3	4	5	6	7
Paralegal	\$76,272.78	\$79,084.00	\$81,895.21	\$84,706.43	\$87,517.64	\$90,328.86	\$93,140.07

Where a paralegal currently falls between two steps, they will receive the higher step.

Paralegals will move up a step on their anniversary date. Anyone whose anniversary date was between September 26, 2023 and June 27, 2024 will be moved up retroactively, and receive retroactive pay.

This agreement is Without Prejudice and Precedent to discussions related to renewal of Collective Agreement.

For the Law Society of British Columbia



Adam Whitcombe, KC
Deputy Executive Director/CEO

Date: June 27/2024

For the Professional Employees Association



Brett Harper
Labour Relations Officer

Date: June 27, 2024