

LETTER OF UNDERSTANDING

BETWEEN:

THE LAW SOCIETY OF BRITISH COLUMBIA
(the "Law Society")

AND

PROFESSIONAL EMPLOYEES ASSOCIATION
(the "Union")

The Law Society agrees:

A. To modify its leave policies to provide that:

1. Employees are entitled to up to two (2) days leave with pay per calendar year to observe their religion's spiritual or holy days or other cultural observances not already provided for, provided that time taken is made up within thirty (30) days following or preceding the day(s) taken off under this section.
2. Self-identified Indigenous employees are entitled to up to two (2) days leave with pay per calendar year to observe or participate in traditional Indigenous activities that connect these employees to their culture and language.
3. Such leaves will not be unreasonably withheld.
4. Two (2) weeks' notice is required for leaves under this provision. Where two (2) weeks' notice is not possible due to the unpredictable nature of the cultural observances, then as much notice as possible shall be provided.

B. Notwithstanding the terms and conditions of the Law Society Remote & Hybrid Work Guidelines, any reduction in scheduled work from home days for employees in the bargaining unit requires 6 months' notice to the Union, and the approval of the CEO/Executive Director.

C. Notwithstanding Article 7.3(b), all existing Senior Officer, Legal Editor, Paralegal and Officer employees as of January 1, 2025 will be grand-parented into the pre-certification probation period of 6 months.

Signed this 19 day of March, 2025

THE LAW SOCIETY OF BRITISH
COLUMBIA



PROFESSIONAL EMPLOYEES
ASSOCIATION

