

Letter of Understanding re: Probation Period

All existing Senior Officer, Legal Editor, Paralegal and Officer employees will be grand-parented into the pre-certification probation period of 6 months.

Letter of Understanding re: Remote & Hybrid Work Guidelines

The parties agree that any reduction in scheduled work from home days requires 6 month's notice to the Union, and the approval of the CEO/Executive Director.

Letter of Understanding re: Law Society Human Resources Leave Policies

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.

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.

Such leaves will not be unreasonably withheld.

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.

For the Law Society of British Columbia:

For the Professional Employees Association:

