

Legal Services Society

AND

The Professional Employees Association

Where the above noted parties have, pursuant to the Labour Relations Code of British Columbia, bargained in good faith, and have entered into a Tentative Agreement on June 8, 2026, in Vancouver, BC

The parties unanimously agree to recommend to their respective principles as the following terms of the Tentative Agreement as follows:

1. All unchanged articles, appendices, in the current Collective Agreement shall remain in effect.
2. All agreed "greened" (attached listing)
3. Any matter not referenced in this memorandum shall be considered withdrawn on a Without Prejudice basis.
4. The term of the agreement shall be from October 1, 2025, to September 30, 2029
5. All items within the collective agreement shall be effective on the date of ratification unless otherwise negotiated.
6. Both parties shall advise the other Party of the ratification result as soon as possible following the ratification vote.
7. The terms of the Settlement shall be kept confidential until the Union has had an opportunity to conduct a ratification vote.

Signed on behalf of the Union

Signed on behalf of the Employer



Rhiannon Bray Labour Relations Officer

Steven Veinot VP Corporate Services and CFO

ARTICLE 1 PREAMBLE

The parties to this Agreement recognize that all employees covered by this Agreement are bound by the professional standards and codes of conduct of their licensing body. These codes of conduct require the employee to conduct herself/himself with fairness, loyalty and courtesy to their Employer, associates and subordinates.

It is stressed that the spirit and intent of this Agreement is to provide a mutually respectful and beneficial relationship between the parties, within which the employee will be able to develop and apply confidently their professional knowledge and expertise to the best of their ability. To this end, the Employer will encourage involvement and consider ideas from the employee in such matters as may bear directly on the employee's work and career prospects.

It is further agreed that where the language of this Agreement is not specific or wherever there may be ambiguity or omission, every effort will be made by both parties to find a solution within the spirit and intent stated above.

The parties to this agreement acknowledge with gratitude that they, their members, and their employees, work on the traditional, ancestral, and unceded territory of Indigenous Peoples who care for and nurture these lands and have from time immemorial.

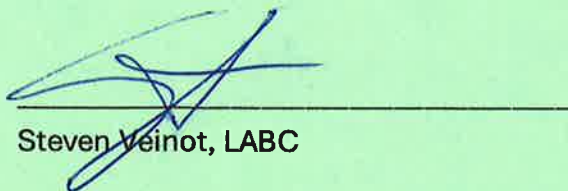
The parties commit to advancing reconciliation and confronting systemic racism by working together to implement the Province of British Columbia's Declaration on the Rights of Indigenous Peoples Act, the Anti-Racism Act, the Anti-Racism Data Act, and the Accessible British Columbia Act.

The parties acknowledge the historic injustices and harms Indigenous Peoples have suffered as a result of colonization and dispossession of their lands. The harms include those described in the Truth and Reconciliation Commission's calls to Action and the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls calls for justice.

The parties commit to confronting systemic racism in the provision of services provided by the Legal Services Society.



Rhiannon Bray, PEA



Steven Veinot, LABC

Date: November 24, 2025

Bargaining
Professional Employees Association
and Legal Aid BC (Legal Services Society)

PEA Proposal
Date: November 26, 2025
Errors and Omissions Excepted


2.03 Excluded Positions

The following positions shall be excluded from the bargaining unit:

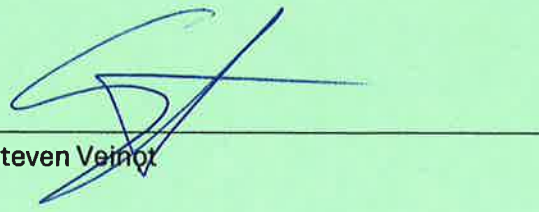
Chief Executive Officer	Chief Operating Officer
Chief Financial Officer	Coordinator, Executive Office
Coordinator, Family Law Services	Coordinator, Intake Services
Coordinator, PLC	Executive Assistant
General Counsel & Corporate Secretary	Human Resources Assistant
Human Resources Coordinator	Human Resources Advisor
Manager, Audit & Investigation	Manager, Communications
Manager, Community & Publishing Services	Manager, Criminal, Immigration & Appeals
Manager, Digital Delivery	Manager, Family Law Advice Services
Manager, Family Law Services	Manager, Finance
Manager, Human Resources	Manager, Indigenous Services
Manager, Intake & Referral Services	Manager, Lawyer Services
Manager, Learning & Development	Manager, Parents Legal Centres
Manager, Strategic Planning & Policy	Senior Financial Accountant
Senior Human Resources Advisor	Senior Policy Analyst

The parties agree that Legal Services Society shall retain all current exclusions with subsequent exclusions added in accordance with the Labour Relations Code.

The Legal Services Society shall provide the union with a current list of excluded positions on October 1st of every year of the term of the agreement.


Rhianon Bray

November 26, 2026

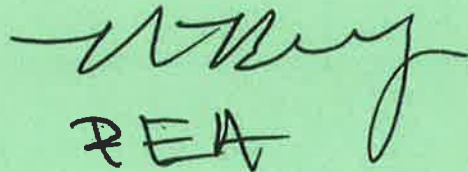

Steven Veinot

3.01 ~~Information~~ Orientation of New Employees

The Employer shall ~~advise~~ provide the Association of the name and working address of any new member of the bargaining unit within 30 days of hire. The Employer shall advise any new member of the bargaining unit of their union contacts including Chapter Chair and Labour Relations Officer.

The Employer shall make reasonable efforts to allow representatives of the Association to contact and meet with a new member of the bargaining unit while the new member is on an orientation program in Vancouver or at Staff lawyer Conferences.

Oct 29/25


PEA


LABC

3.05 Dues Report (NEW)

The Employer shall provide the Union with a Dues Report once a month. The Dues Report must include the following information for each pay period:

Employee Name

Employee Number

Dues Current Amount

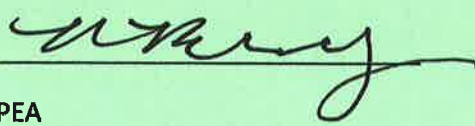
Work Email

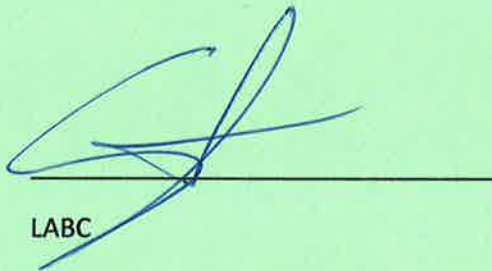
Pay Period

Start Date

Profession

Date: Oct 30/25


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6.04 Right to Have ~~Local Representative~~ Labour Relations Officer Present

a) ~~An employee shall have the right to have their local representative present at any discussion with supervisory personnel which the employee believes might be the basis of disciplinary action. Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall make every effort to notify the employee in advance of the purpose of the interview in order that the employee may contact their local representative, providing that this does not result in an undue delay of the appropriate action being taken. This clause shall not apply to those discussions that are of an operational nature and do not involve disciplinary action.~~

b) ~~A local representative shall have the right to consult with a staff representative of the Association and to have an Association representative present at any discussion with supervisory personnel which the local representative believes might be the basis of disciplinary action against the local representative, providing that this does not result in an undue delay of the appropriate action being taken.~~

Where the Employer requires an employee to attend a meeting and the purpose of the meeting:


- Is of a disciplinary nature,
- could lead to discipline (for example, an investigation),
- ~~involves performance management,~~
- involves the member receiving notice of a layoff,
- involves discussion of accommodation for the employee based on protected human rights grounds,

The Employer shall advise the employee, in advance, of the right to have the Labour Relations Officer present.

This clause shall not apply to discussions that are of an operational nature and do not involve disciplinary action.

The Employee and the Union bear the responsibility to ensure that the Labour Relations Officer is available to attend the scheduled meeting. The Employer shall make every effort to provide a minimum of one business day's notice ~~notify the employee in advance of the purpose of the meeting to the employee. must provide a minimum of two business days' notice in advance of the meeting to~~ This notice is to ensure the member has adequate time to contact the Labour Relations Officer and have them present at the meeting. No undue delay of the appropriate action being taken shall result from the unavailability of such representation.


Rhiannon Bray, PEA


Steven Veinot, LABC

Date: November 25, 2025

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8.02 Layoff and Recall

a) The Employer will supply the Union with as much notice as is reasonably possible when employees are expected to be designated for layoff and will discuss any such expected layoffs with the Union.

b) Prior to the layoff of employee(s) under 8.02(d), the Employer ~~may~~**must**, within a geographic location, canvass any employee or group of employees to invite:

- i. voluntary placement into a vacant regular position with the Employer;
- ii. voluntary resignation with severance as provided for in Article 8.02(l);
- iii. voluntary resignation with placement on the Employer’s vendor list.
- iv. voluntary resignation with severance as provided for in Article 8.02(l) and placement on the Employer’s vendor list.

c) Where the position is relocated, the employee will be offered the position in the new location. An employee may decline this offer, with the understanding that the employee may then be subject to the provisions of this Article.

d) i. The Employer shall notify regular employees with less than three (3) years seniority and probationary employees who are to be laid off, six (6) weeks prior to the date of the layoff or pay in lieu of notice.

ii. The Employer shall notify regular employees with three (3) years or more seniority who are to be laid off, twelve (12) weeks notice of layoff or pay in lieu of notice.

iii. The notice of layoff or pay in lieu of notice defined in 8.02 d i. and ii. is separate and distinct from the timelines associated with Layoff, Recall and Severance Pay:

iii. For the purposes of this provision, there are two practice areas of law:

1. Family and Child Protection;

2. Immigration, Appeals and Criminal Law

New areas of law shall be categorized at Joint Standing for the purposes of this provision.

iv. For the purposes of this provision, “office” is defined as the street address of the affected employee’s official workplace location (Appendix C), with the exception of the following:

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1. Port Coquitlam courthouse, Robson courthouse and 510 Burrard Street are considered one office
2. Abbotsford courthouse, Surrey courthouse, Surrey Parents Legal Centre and Surrey Family Law Centre are considered one office

New office locations will be categorized at Joint Standing for the purposes of this provision.

Layoff Procedure

e) Where a layoff is to occur, the Employer shall designate the position to be eliminated. An employee, including a Managing Lawyer, whose position is to be eliminated can opt to claim another position in the following order:

- i. the position occupied by the employee in the area of law from which the employee was laid off with the least amount of service seniority in their office;
- ii. the position occupied by the employee in the area of law from which the employee was laid off with the least amount of service seniority in their region as defined in Appendix C, or the position occupied by the employee in the area of law from which the employee was laid off with the least amount of service seniority in the province.
- iii. In the event that the employee bumped in (i) or (ii) is not the **most junior employee with the least amount of service seniority** or the laid off employee is the **most junior employee with the least amount of service seniority** in the area of law that they are laid off from, the displaced employee may bump the **most junior employee with the least amount of service seniority in the province in a different** the area of law in which the employee has the necessary qualifications to perform the job.
- iv. In the event of a dispute arising from (iii) above, over the assessment of an individual's qualifications, the parties agree that the matter will be referred to a mutually agreeable Third Party lawyer for a decision **within two weeks** on whether the Employer has made a reasonable assessment of the employee's qualifications. The decision of the Third Party lawyer will be final and binding.
- v. ~~an employee who is bumped as a result of (i) or (ii) shall not have a right to claim another position under this subsection and instead shall be entitled to recall or severance consistent with 8.02(h).~~

However, a Managing Lawyer cannot be bumped by a non-Managing Lawyer.

A regular employee may bump a regular, auxiliary, or casual employee. ~~The employee with the least seniority shall be deemed to have received the required Notice under 8.02(d) when the Employer notified her/him that a position or positions are to be eliminated which may result in their bumping.~~ **All employees impacted by this provision are entitled to the notice as set out in 8.02(d) i or ii, unless the employee chooses to exercise their bumping rights for which they are given three weeks to decide as per 8.02(g).**

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- f. Wherever practical, layoff of casual and auxiliaries employees will occur prior to layoff of regular employees. Layoff shall be in reverse order of service seniority.
- g. An employee whose position is eliminated must advise the Employer within **three** ~~four three two six~~ weeks of receiving notice where they have determined to exercise bumping rights. The Employer shall, within one week of being advised that an employee is going to exercise their bumping rights, give notice of this to the employee who is being bumped. The employee with the least seniority shall be given the required notice under 8.02(d) minus the time that the initial employee took to notify the Employer of the intention to bump.
- h. **If the employee exercises their bumping rights and must relocate to a new office which is further than 50 ~~100~~ 50 kilometers from their current office, the parties will determine the start date in the new position based on mutual agreement. have an additional four weeks after providing notice of their decision before starting in their new position.**
- i. If an employee does not exercise their bumping rights or if there are no bumping opportunities as described in 8.02(e), an employee may opt for one of the following:
 - i. to be placed on the recall list as per **Article 8.02(j)** for a period of one (1) year from the effective date of layoff;
 - ii. severance pay pursuant to Article 8.02(l)

Recall

ì) j. A regular employee who has been laid off has the right of first refusal to any vacant position in the area of law from which the employee was laid off for a period of one year following layoff. If more than one lawyer is on layoff status, the right of first refusal is offered in order of seniority. The employer is to notify laid off lawyers of such vacancies.

- i. A regular employee who has been laid off has the right of first refusal to any vacant position in the area of law from which the employee was laid off for a period of one year following layoff.
- ii. If there are no vacancies in the area of law the employee was laid off from, then the employee will have right of first refusal to any vacant position for which the employee has the necessary qualifications to perform the job, for a period of one year following layoff.

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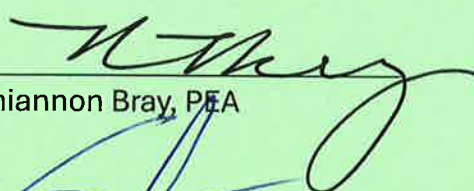
- iii. In the event of a dispute arising from (ii) above, over the assessment of an individual's qualifications, the parties agree that the matter will be referred to a mutually agreeable Third Party lawyer for a decision **within two weeks** on whether the Employer has made a reasonable assessment of the employee's qualifications. The decision of the Third Party lawyer will be final and binding.
- iv. If more than one lawyer is on layoff status, the right of first refusal is offered in order of seniority.
- v. It shall be the responsibility of the employee on the recall list to keep the Employer informed of their current address and telephone number.

j) **k.** For the purpose of calculating a layoff date for an employee on layoff and recall status who is recalled to casual or auxiliary employment, the layoff date for the purposes of recall shall be moved to a later date which is calculated by adding the period of the casual or auxiliary employment to the original layoff date.


Severance Pay

- k. **L.** When a regular employee opts for and is entitled to receive severance pay, the severance pay will be calculated and paid in accordance with the following:
 - i. **Effective April 1, 2024:** Regular employees will be entitled to severance pay based upon four (4) weeks current salary for each year of service up to a maximum of twelve (12) months. Part years of service will be pro-rated.
 - ii. When an employee receives severance pay, that employee will be deemed to have resigned from employment.

If an employee's severance entitlement is the result of voluntary resignation pursuant to Article 8.02(b), the maximum amount will be six months' current salary.



Rhiannon Bray, PEA



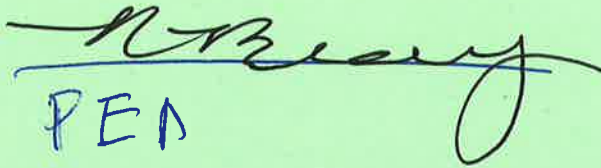
Steven Veinot, LABC
November 26, 2025

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8.06 Articled Students

Students who article with the Employer shall receive a seniority credit equal to the period during which they articulated with the Employer if the student obtains a position with the Employer as a Staff Lawyer within six (6) months of completing their articling period with the Employer, and after the employee has successfully passed their ~~ten (10)~~ **eight (8)** month probationary period.

Oct 30 / 25

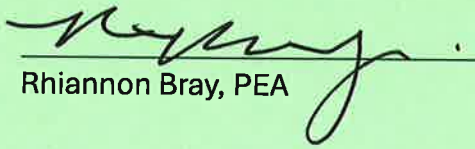

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8.09 Bridging of Service

If a regular employee terminates their employment as a result of a decision to manage a health condition or a permanent or temporary disability, and/or to care for a dependent parent, spouse or child, and is reemployed, the employee shall be credited with length of continuous service at the time of such termination for the purpose of benefits based on service seniority. The following conditions shall apply:

- a) the employee must have been a regular employee with at least two (2) years of continuous service at the time of termination;
- b) the resignation must indicate the reason for termination;
- c) the break in service shall be for no longer than six (6) years; and during that time the employee must not have been engaged in remunerative employment for more than six (6) months, excepting employment with the Employer as a casual employee;
- d) the previous length of service shall not be reinstated until successful completion of the probationary period on re-employment.


Rhiannon Bray, PEA


Steven Veinot, LABC

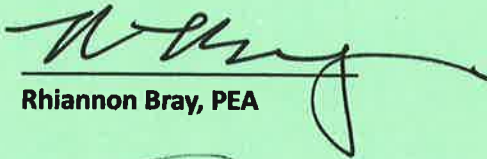
Date:

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11.09 Recognition of Prior Vacation Year Upon Re-Employment (NEW)

A regular employee with at least two (2) years of continuous service at the time of termination who is re-employed within two years will have their vacation year restored to what it was prior to termination or layoff if their break in employment was a result of:

- (a) Voluntary termination (for example, resignation or retirement);**
- (b) Being on layoff for more than one year; or**
- (c) Becoming an auxiliary employee.**



Rhiannon Bray, PEA



Steven Veinot, LABC

June 8, 2026

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13.01 Paid Bereavement Leave

a) In the case of bereavement in the immediate family, an employee not on leave of absence without pay shall be entitled to special leave at their regular rate of pay, from the date of death to and including the day after the funeral with, if necessary, an allowance for immediate return travelling time. Such leave shall normally not exceed five (5) working days.

b) Immediate family is restricted to: an employee's parent; step parent; former guardian; spouse, fiancé; common-law spouse; child; step child; ~~brother; sister~~ **sibling**; ~~father-in-law; mother-in-law~~ **family of choice and parent-in-law**; ~~grandparent, grandchild~~, or any other relative with whom the employee permanently resides.

This leave shall also apply to grandparent and grandchild.

c) ~~In the event of the death of an employee's aunt, uncle, son-in-law, daughter-in-law~~ **children-in-law**, ~~brother-in-law, sister-in-law~~ **sibling-in-law**, the employee shall be entitled to special leave for one day for the purpose of attending the funeral.

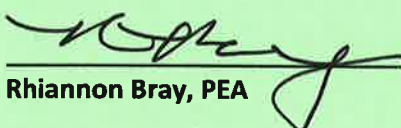
d) If an employee is on vacation leave at the time of bereavement, the employee shall be granted bereavement leave and be credited the appropriate number of days to vacation leave credits.

e) In addition to the leave allowed in (a) ~~and (c)~~, an employee may request special paid bereavement leave of **up to two days** ~~one day to attend the funeral~~ **for the passing** of a close friend or relative not listed in subparagraphs (b) ~~and (c)~~. Permission is required from the Human Resources for such leave. A request for leave under this sub-paragraph will not be unreasonably withheld.

i. Where established ethno-cultural or religious practices provide for ceremonial occasions other than the bereavement period in (a) above, the balance of the bereavement leave as provided in (a) above, if any, may be taken at the time of the ceremonial occasion. Such request is to be in writing and approved by the Employer. Approval shall not be withheld unjustly.

ii. To promote United Nations Declaration on the Rights of Indigenous Peoples "UNDRIP" and Truth & Reconciliation Calls to Action – Any self-identified Indigenous employee will be entitled up to seven (7) hours to attend ethno-cultural Indigenous religious practices for ceremonial occasions other than the bereavement period. Such request is to be in writing and approved by the Employer. Approval shall not be withheld unjustly.

iii. Any employee with established ethno-cultural or religious practices will be entitled up to seven (7) hours to attend religious practices for ceremonial occasions other than the bereavement period. Such request is to be in writing and approved by the Employer. Approval shall not be withheld unjustly.


Rhiannon Bray, PEA


Steven Veinot, LABC

November 26, 2025

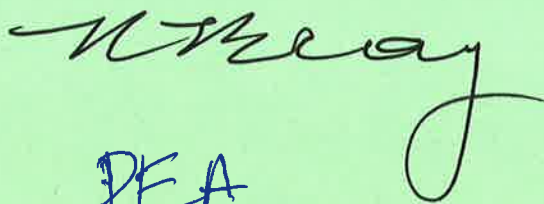
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13.03 Full Time Union or Public Duties

The Employer shall grant, on written request, leave of absence without pay:

- a) For employees to seek election in a Municipal, **First Nation**, Indigenous, Inuit, Metis, Provincial or Federal Election.
- b) For employees selected for a full-time position with the Union or any body to which the Union is affiliated, for a period of one (1) years.
- c) For employees elected to a public office for a maximum period of five (5) years.

Oct 30 / 25

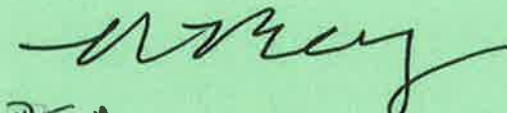

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13.05 Elections

Employees eligible to vote in a Federal, First Nation, Indigenous, Inuit, Metis, Provincial or Municipal Election or a referendum shall have the minimum consecutive clear hours in which to cast their ballots as specified in the relevant legislation.

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15.01 Professional Development Training Fund

a) During the term of this agreement, the Employer will make available \$1,300.00 per staff lawyer per fiscal year for the purpose of payment of fees for professional development. In addition to course fees, the allowance can be used for conferences, CBA membership fees and activities, travel expenses not reimbursed in 15.01(b), ~~reference materials, and computer hardware and software approved by the employer, as outlined in 15.01 b)i and reference materials.~~ This allowance from one year may be used to prepay for ~~professional development costs purchases~~ course/activities to be taken in the next fiscal year or split the cost of professional development purchases between two (2) consecutive fiscal years. The allowance will be pro-rated for part-time employees with less than .6 FTE, and for new employees' first partial year of employment.

Effective April 1, 2027, the Employer will make available \$500 per staff lawyer per fiscal year for the purpose of reimbursement of the wellness related fees outlined in 15.01 b)ii.

Effective April 1, 2028, the Employer will make available an additional \$500 per staff lawyer per fiscal year for the purpose of reimbursement of the wellness related fees outlined in 15.01 b)ii.

The wellness related fees are to be used towards personal wellness and general interest activities, and not equipment.

The wellness related fees may be used to prepay for wellness activities to be taken in the next fiscal year or split the cost of wellness activities between two (2) consecutive fiscal years.

The wellness related fees will be pro-rated for part-time employees with less than .6 FTE, and for new employees' first partial year of employment.

Wellness related activities must be performed on an employee's personal time.

Expenses under 15.01 b) are not applicable to wellness related ~~fees.~~ *activities*

Use of professional development funds requires the approval of the employer. Such approval will not be unreasonably withheld. Applications for approval will be consistently applied across the bargaining unit. Employees using this allowance must follow normal travel policies and all relevant clauses in this Agreement if travel is involved.

~~Where training and development, or travel for the purpose of attending professional development occurs on a weekend or paid holiday, the employee will be provided a paid day off in lieu.~~

b) Expenses – Each lawyer may be allotted expenses, as described in the table below, in any fiscal year, according to the current expense tariff while attending professional development events outside their geographic area of practice. Authority to attend a course outside the lawyer's geographic area of practice will not be withheld unreasonably. In determining reasonableness the Employer shall consider the nature of the course, area of practice of the lawyer and appropriate opportunities the lawyer may

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have to obtain instruction in the content of the course within a reasonable period of time without taking the course.

Lower Mainland \$100.00

Outside Lower Mainland \$800.00

i)

Eligible Hardware Items
<p>Eligible to purchase from the list:</p> <ul style="list-style-type: none">• Desktop Computer (with standard peripherals – monitor, keyboard, mouse)• Laptop• iPad• Tablet• Electronic book reader• Scribe Electronic note taking device (e.g. reMarkable, Kindle Scribe)• Cell phones (annual hardware reimbursement will be subtracted from the total cost)• Headset (including Apple AirPods)• Webcam• Keyboard/mouse• Printer• Scanner• Monitor• Computer hardware upgrades (e.g., RAM, video card, sound card, internal hard drive)• Power Adapter• Ring light• Digital pencil/pen (e.g., Apple Pencil for iPad)• Computer/iPad/Tablet case• Smart watch (e.g. Apple Watch)

ii)

Eligible wellness related activities fees include
<ul style="list-style-type: none">• Course fees• Conferences• Fitness training• Membership• Activity fees• Additional health and welfare expenses

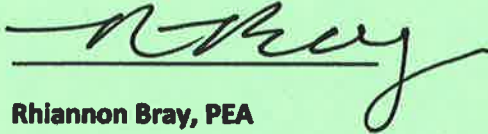
The joint standing committee will maintain and amend a mutually agreed upon list of approved expenses.

PEA COUNTER PROPOSAL

June 8, 2026

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The lists of eligible hardware items in 15.01 b) i) and eligible wellness-related fees in 15.01 b) ii) are intended to be exhaustive. However, the Parties may, by mutual agreement at the Joint Standing Committee, amend the eligibility lists.



Rhiannon Bray, PEA



Steven Veinot, LABC

Date: Jun-8 / 2026

"Without Prejudice and Errors and Omissions Excepted"

ARTICLE 17 COPIES OF AGREEMENT

The Employer shall, at its expense, provide each employee with a copy of this Agreement in booklet form. Copies shall also be made available to the Association.

Oct 30 / 25

N. Bray
PEA

[Signature]
LABC

LABC COUNTER PROPOSAL

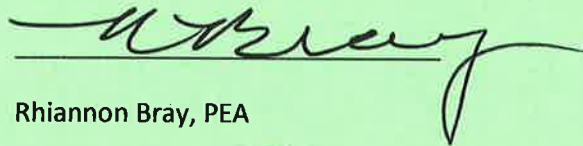
October 29, 2025

November 25/26 ✓

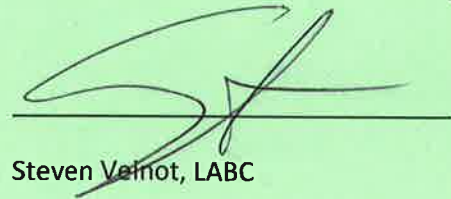
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21.03 Resignation

Any employee who resigns from the Legal Services Society is expected to give 30 days' notice of intention in writing to the Employer, subject to waiver of the 30-day minimum based on exigent circumstances being experienced by the employee or by mutual agreement of the employer and employee. shall give written notice of resignation at least one month before the date of resignation and shall specify the last date upon which they will perform their regular duties.



Rhiannon Bray, PEA



Steven Veinot, LABC

November 25, 2025

June 8, 2026

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ARTICLE 25 TRAVEL ALLOWANCES

25.01 Vehicle and Meal Allowances

- a) Mileage allowance for all miles traveled on the Employer’s business shall be paid to employees required by the Employer to use their own vehicles in the performance of their duties.
- b) The allowance shall cover mileage to and from the employee’s place of residence only when the employee is required to have their vehicle at work for use in the performance of their duties.
- c) The mileage rate shall be equal to the Canada Revenue Agency Reasonable Per-Kilometre Allowance Rates.

April 1, 2026-2022
61.73¢ per km

Vehicle allowances for all distances traveled on Employer business shall be paid to employees required to use their own vehicle in the performance of their duties. The allowance shall cover distance to and from the employee’s place of residence up to a total maximum of thirty-two (32) kilometres, only when the employee is required to have their vehicle at work for use in the performance of their duties.

- d) Where meals are provided, no claim for meal allowances shall be accepted. Employees on travel status shall be entitled to meal allowance. Meal Allowance shall be paid at the following rates, and receipts are not required:

Meal Allowance:

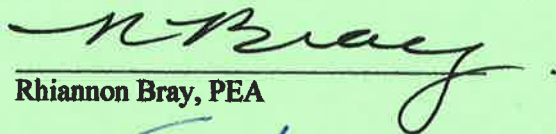
	October 1, 2025 April 1, 2022	October 1, 2026	October 1, 2027	October 1, 2028
Breakfast	\$14.72 \$13.00	\$15.16	\$15.62	\$16.09
Lunch	\$16.99 \$15.00	\$17.50	\$18.02	\$18.56
Dinner	\$29.45 \$26.00	\$30.33	\$31.24	\$32.18
Total	\$61.16 \$54.00	\$62.99	\$64.88	\$66.83

- e) Notwithstanding the provisions above, the Employer shall change these rates within the term of the contract to reflect the rates paid to the majority of Legal Services Society employees. Such revisions shall be implemented on the same basis as implemented for the majority of Legal Services Society employees.
- f) All employees covered by this Agreement who are required to use their private automobiles in the course of their duties shall be reimbursed by the Employer for the extra cost of business insurance on their automobiles. Employees shall submit receipts for reimbursement of the extra cost of business insurance.

LABC PROPOSAL

June 8, 2026

"Without Prejudice and Errors and Omissions Excepted"


Rhiannon Bray, PEA


Steven Veinot, LABC

Date: June 8/2026

"Without Prejudice and Errors and Omissions Excepted"

Schedule A. Salary Schedule

A. Wages

- ~~i) Effective October 1, 2022: Increase all Years of Call by a flat rate of \$455 and a 3.24% GWI~~
- ~~ii) Effective October 1, 2023: Increase all Years of Call by the annualized average of BC CPI over twelve months starting on March 1, 2022 to a minimum of 5.5% and a maximum of 6.75%, subject to the COLA MOU.~~
- ~~iii) Effective October 1, 2024: Increase all Years of Call by the annualized average of BC CPI over twelve months starting on March 1, 2023 to a minimum of 2.0% and a maximum of 3.0%, subject to the COLA MOU.~~
- i) Effective October 1, 2025, increase all Years of Call by a 3.0% GWI**
- ii) Effective October 1, 2026, increase all Years of Call by a 3.0% GWI**
- iii) Effective October 1, 2027, increase all Years of Call by a 3.0% GWI**
- iv) Effective October 1, 2028, increase all Years of Call by a 3.0% GWI**

B. Managing Lawyer Recruitment & Retention Incentive

- ~~i) Effective October 1, 2025-2022, a \$1,500.00 one time annual incentive payment.~~
- ~~ii) Effective October 1, 2026-2023 a \$1,500.00 one time annual incentive payment.~~
- ~~iii) Effective October 1, 2027-2024 a \$1,500.00 one time annual incentive payment.~~
- iv) Effective October 1, 2028, a \$1,500.00 one time annual incentive payment**

The incentive payouts as noted above in (i), (ii), (iii) and (iv) is paid respectively September 30, 2026/2027/2028/2029 ~~2023/2024/2025~~. The employee must be on the payroll September 30 to receive incentive payment. The incentive payout is pro-rated based on start date.

C. Recruitment and Retention Incentive

- i) Effective October 1, 2025, a flat rate of \$1,150 will be added to Years of Call 11-17**
- ii) Effective October 1, 2028, a flat rate of \$500 \$695 will be added to Years of Call 11 – 17.**

D. Salary Classifications:

Managing Lawyer: A managing lawyer is defined as any lawyer who is designated as a Managing Lawyer by the Employer. Effective October 1, 2024 a Managing Lawyer will be paid by year of call, as outlined in Schedule A—Salary Schedule to a maximum of Year Call 17. Year of Call is determined by Year Call Notes, as set out below.

Caseload Lawyer: A caseload lawyer is defined as any lawyer whose job description requires they carry an ongoing caseload. A caseload is defined as a CIS client referral. Effective October 1, 2024 a caseload lawyer will be paid based on year of call as outlined in Schedule A – Salary

"Without Prejudice and Errors and Omissions Excepted"

Schedule to a maximum of Year Call 15. Year of Call is determined by Year Call Notes, as set out below.

Non-Caseload Lawyer: A non-caseload lawyer is defined as any lawyer whose job description does not require them to carry an ongoing caseload. A caseload is defined as a CIS client referral. Effective October 1, 2024 a non-caseload lawyer will be paid based on year of call as outlined in Schedule A – Salary Schedule to a maximum of Year Call 11. Year of Call is determined by Year Call Notes, as set out below.

~~Effective October 1, 2024, a flat rate of \$450 will be added to Year of Call 5, 6, 7, 8, 9 and 10. Please also refer to MOU J – Retention and Recruitment.~~

E. Year Call Notes:

- 1. Years of call are interpreted to mean years of practice. Practice is work using professional legal training including, but not limited to, practice in a Canadian law firm, Crown Counsel work, counsel work with government, government agencies, nonprofit organizations, or corporations.**
- 2. a) Disputes as to assessment of years of call will be referred to a mutually agreed third party for determination whose decision will be final and binding on the parties.**
 - b) In reaching a decision the following will be examined:**
 - 1. employment history**
 - 2. degree of contact with the profession**
 - 3. any other relevant consideration.**
 - c) If the parties are unable to agree on the individual to assess years of call then the chairperson of the Labour Relations Board will select an individual who will be familiar with the practice of law and with legal aid in B.C.**
- 3. a) An employee's number of years of call will be determined as of the date of hire or, for current employees, as of the effective date of this agreement.**

"Without Prejudice and Errors and Omissions Excepted"

b) If an employee's whole number of years of call increases during the period of January through June, the employee's salary level will be increased on April 1st of that calendar year.

c) If an employee's whole number of years of call increases during the period of July through December, the employee's salary level will be increased on October 1st of that calendar year.

F. New Position(s)


If the Employer introduces a new position during the life of the agreement the Employer will submit a job description and a proposed classification to the Union in writing. Should the Union fail to object to the proposed classification within sixty (60) days of receipt of same, the classification shall be established. Where the parties are in dispute they shall meet to discuss and negotiate a classification. Any dispute on classification may be referred through the grievance procedure.

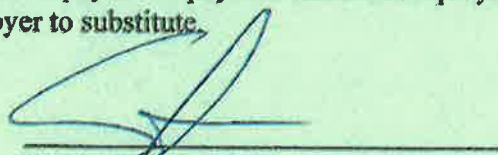
G. Reclassification

Where the Employer makes a significant change in the job content of a position the Employer will submit a job description and a proposed classification to the Union in writing. Should the Union fail to object to the proposed classification within sixty (60) days of receipt of same, the classification shall be established. Where the parties are in dispute they shall meet to discuss and negotiate a classification. Any dispute on classification may be referred through the grievance procedure.

H. Substitution Pay

When an employee is designated by the Employer to substitute in a higher paying classification for a period of five (5) working days or greater they shall be paid an eight (8) percent increase in salary from their own classification. Substitution pay is not payable when an employee has not been designated by the Employer to substitute.


Rhiannon Bray, PEA


Steven Veinot, LABC

DATE: June 8 / 2026

"Without Prejudice and Errors and Omissions Excepted"

B. HEALTH AND WELFARE PLAN Summary

The Employer proposes the following changes to the Extended Health Care Plan:

— Health Spending Account

○ Effective January 1, 2027, an annual \$500 Health Spending Account benefit will be added under the Extended Health Care Plan per calendar year.

○ Effective January 1, 2028, the Health Spending Account benefit will be increased by an additional \$500 per calendar year.

— Effective January 1, 2027, Psychologist, registered clinical counsellor, social worker and Online cognitive behavioural therapy combined coverage will increase to \$2,000 per calendar year.

— Effective January 1, 2027, Chiropractic x-ray coverage will increase to \$80 per calendar year; Podiatrist coverage will increase to \$600 per calendar year; Chiropractic and naturopath combined coverage will increase to \$650 per calendar year; Acupuncturist coverage will increase to \$500 per calendar year.

— Effective January 1, 2028, massage practitioner coverage will increase to \$1,500 per calendar year.

"Without Prejudice and Errors and Omissions Excepted"

B. HEALTH AND WELFARE PLAN

1. Basic Medical Coverage

All regular employees may choose to be covered by the medical plan for which the British Columbia Plan is the licensed carrier. The Employer shall pay one hundred percent (100%) of the regular premium for all employees.

2. Extended Health Care

a) The Employer will maintain in good standing the Extended Health Care Plan, which is in existence at the time of this Agreement, for which the Employer shall pay one hundred percent (100%) of the monthly premium for all employees and their families. The employee shall pay a seventy-five dollar (\$75) deductible per family per year ~~effective January 01, 2015~~. An employee shall be eligible for coverage under this plan from the first of the month following the month in which the employee completes six (6) months of employment.

~~Effective January 1, 2027, the Employer will introduce an annual Health Spending Account under the Extended Health Care Plan.~~

b)

~~i. Effective March 01, 2020, there will be a maximum annual cap placed on each of the following benefits under the Extended Health Care Plan: Massage Practitioner (\$1,000.00) and Physiotherapist (\$2,000.00).~~

i. Effective January 1, 2027:

A. psychologist, registered clinical counsellor, social worker and online cognitive behavioural therapy combined coverage will increase to \$2,000 per calendar year,

B. chiropractic x-ray coverage will increase to \$80 per calendar year,

C. podiatrist coverage will increase to \$600 per calendar year,

D. chiropractic and naturopath combined coverage will increase to \$650 per calendar year, and

E. acupuncturist coverage will increase to \$500 per calendar year.

ii. Effective January 1, 2028, massage practitioner coverage will increase to \$1,500 per calendar year.

"Without Prejudice and Errors and Omissions Excepted"

c) Generic Drugs – Effective March 01, 2020, the Employer will introduce mandatory generic substitution.

d) Effective January 1, 2027, the Employer will introduce an annual Health Spending Account under the Extended Health Care Plan as follows:

i. Effective January 1, 2027, an annual \$500 Health Spending Account benefit per family unit will be added under the Extended Health Care Plan per calendar year

ii. Effective January 1, 2028, the Health Spending Account benefit will be increased by an additional \$500 per calendar year per family unit

Note: The Employer agrees to provide a direct payment card.

3. Dental Plan

The Employer agrees to pay the dental premiums necessary to provide one hundred percent (100%) coverage in plan A; sixty percent (60%) coverage in plan B; effective June 1, 2023 fifty-five percent (55%) coverage in plan C, to a lifetime maximum payout of \$3,500.00 at 50% coverage. An employee shall be eligible for coverage under the Dental Plan from the first of the month following the month in which the employee completes six (6) months of employment.

4. Enrolment Option for Articled Students

Articled Students who article with the Employer will have the option to pay 100% of the premiums through payroll deduction for enrolment in the BC Medical Plan, Extended Health Care Plan and Dental Plan benefits for the duration of their term upon completion of carrier eligibility requirements. If an Articled Student opts to pay for these benefits it is a requirement to remain enrolled for the duration of their term.

5. Group Life

a) The Employer shall, at its expense, provide to all regular employees a mutually agreeable Group Life Insurance Plan.

b) The Group Life Plan shall include ~~mutually agreeable~~ **the following provisions, namely the following, unless specifically agreed to in writing otherwise, for accidental death or dismemberment: subject to carrier limitations:**

i. _____

ii. loss of life (in addition to coverage provided under (a)); _____Principal Sum

"Without Prejudice and Errors and Omissions Excepted"

iii.	loss of both hands or both feet;	Principal Sum
iv.	loss of sight of both eyes;	Principal Sum
v.	loss of one hand or one foot and sight of one eye;	Principal Sum
vi.	loss of one hand or one foot;	2/3 Principal Sum
vii.	loss of sight of one eye;	2/3 Principal Sum
viii.	loss of one arm or one leg;	3/4 Principal Sum
ix.	loss of thumb and index finger of one hand;	1/3 Principal Sum
x.	loss of speech and hearing;	Principal Sum
xi.	loss of speech or hearing;	1/2 Principal Sum
xii.	loss of hearing in one ear;	1/6 Principal Sum
xiii.	loss of use of both arms or both hands;	Principal Sum
xiv.	loss of use of both legs;	Principal Sum
xv.	loss of use of one arm;	3/4 Principal Sum
xvi.	loss of use of one hand;	2/3 Principal Sum

"Without Prejudice and Errors and Omissions Excepted"

~~B. In addition to the Group Life Plan and the Long Term Disability Plan, the Employer shall also maintain an insurance plan which provides for an additional death benefit of \$100,000 where an employee's death resulted from an air travel accident while on Employer's business. Provisions under this Article are subject to carrier limitations.~~

1. Long Term Disability

- a) i. Regular full-time employees shall be covered by the Long Term Disability Plan upon completion of six (6) months active employment with the Employer. To be covered by the Plan, a regular part-time employee must be working in a position that requires at least half-time work on a regularly scheduled basis, and must have completed six (6) months active service in such a position.
- ii. Where an employee is converted from casual to regular status, plan coverage shall commence the earlier of (a)(i) above, or upon the completion of six (6) months of full time, unbroken employment from the date the employee qualified for Short Term Illness and Injury Plan benefits under Appendix E.

b) The employees shall be entitled to coverage pursuant to Section 4(a) while on Long Term Disability. Employees shall be entitled to coverage pursuant to Sections 1,2,3,4(b) and 4(c) during the first two (2) years that they are on Long Term Disability.

c) Monthly benefit levels shall be equal to the sum of:

- i. sixty-six and two-thirds percent (66²/3%) of the first \$1,900.00 of monthly earnings; and
- ii. fifty percent (50%) of the monthly earnings above \$1,900.00 to a maximum monthly benefit of \$4,500.00;
- iii. For any lawyer on Long Term Disability at the date of signing the collective agreement, there will be an annual cost-of-living adjustment, equal to five percent (5%) of the employee's net monthly income, after a continuous period of twelve (12) months total disability beyond the completion of the waiting period.
- iv. After the date of signing, any lawyer going on Long Term

"Without Prejudice and Errors and Omissions Excepted"

Disability will have an annual cost-of-living adjustment, not to exceed five percent (5%), equal to the cost of living, as measured by Stats Canada for British Columbia, after a continuous period of sixty (60) months total disability beyond the completion of the waiting period.

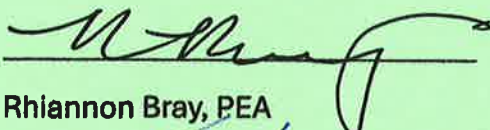
d) In addition to the Group Life Plan and the Long Term Disability Plan, the Employer shall also maintain an insurance plan which provides for an additional death benefit of \$100,000 where an employee's death resulted from an air travel accident while on Employer's business. Provisions under this Article are subject to carrier limitations.

e) Upon recovery within twenty-four (24) months of the date on which an employee became eligible for Long Term Disability, the employee shall be entitled to return to the position to which they were last employed. Thereafter, they shall be considered to be on layoff and entitled to fill any position becoming vacant within their layoff and recall unit which they have the ability to perform.

f) Notwithstanding (e) above, an employee in receipt of long term disability benefits will be considered an employee for purposes of municipal pension. Employees will not be covered by any other portion of the Collective Agreement.

2. Limitation of Liability

The Employer's liability under Articles 4 and 5 is limited to the payment of applicable premiums. The Employer is not the insurer. Articles 4 and 5 are subject to the terms and conditions of the Plan.



Rhiannon Bray, PEA



Steven Veinot, LABC

Date: June 8/2026

LABC COUNTER PROPOSAL

November 26, 2025

*"Without Prejudice and Errors and Omissions Excepted"***Appendices****C. LAYOFF/RECALL REGIONS**

For the purposes of Article 8.02, the geographic locations shall be as follows:

Legal Aid BC Offices:

Location	Street Address	Postal Code
Campbell River Parents Legal Centre	870D 13th Avenue, Campbell River, BC	V9W 4H2
Duncan Parents Legal Centre	301 - 238 Government Street, Duncan, BC	V9L 1A5
Kamloops Parents Legal Centre	623 Victoria Street, Kamloops, BC	V2C 2B3
Prince George Parents Legal Centre	302 - 1488 4th Avenue, Prince George, BC	V2L 4Y2
Smithers/Hazelton Parents Legal Centre	1242 Main Street, PO Box 128, Smithers, BC	V0J 2N0
Surrey - Newton Town Centre Parents Legal Centre & Family Law Centre	308 - 7337 137th Street, Surrey, BC	V3W 1A4
Victoria Parents Legal Centre & Family Law Centre	200 - 818 Broughton Street, Victoria, BC	V8W 1E4
Vancouver - Provincial Court at Robson Square Parents Legal Centre	Room 129 - 800 Hornby Street, Vancouver, BC	V6Z 2C5
Head Office	400 - 510 Burrard Street Vancouver BC	V6C 3A8
Vancouver Provincial Courthouse	800 Hornby Street, Vancouver, BC	V6Z 2C5
Abbotsford Provincial Courthouse	32375 Veterans Way, Abbotsford, BC	V2T 0K1
Surrey Provincial Courthouse	14340 - 57 Avenue Surrey BC	V3X 1B2
Port Coquitlam Provincial Courthouse	Room 321 - 2620 Mary Hill Road Port Coquitlam BC	V3C 3B2

LABC COUNTER PROPOSAL

November 26, 2025

"Without Prejudice and Errors and Omissions Excepted"

Regions:

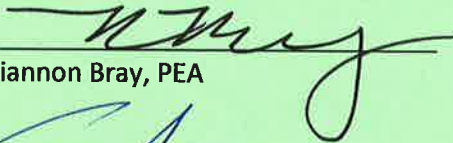
Region I Lower Mainland (Vancouver, Surrey, Abbotsford, Port Coquitlam)

Region II Campbell River
Duncan
Victoria

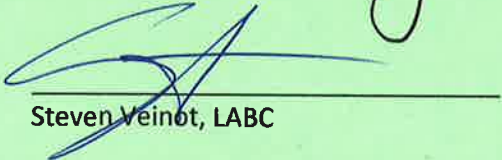
Region III Kamloops
Williams Lake

Region IV Prince George
Smithers/Hazelton
Terrace

Should the Employer open new offices and/or close offices in locations not on this list, these offices shall be added and/or removed accordingly



Rhiannon Bray, PEA



Steven Veinot, LABC

November 26, 2025

"Without Prejudice and Errors and Omissions Excepted"

D. STAFF LAWYER BENEFIT PLAN

LSS will provide the following Staff Lawyer Benefit Plan (SLBP) to all regular employees (but not to articulated law students) covered by this Agreement.

1. "Gross Salary" is the amount of salary actually earned inclusive of the following deductions: income tax, unemployment insurance and Canada Pension Plan, but does not include any Northern Allowance. "Plan year" is from the date of employment to March 31 of the first year of employment and from April 1 to the following March 31 of each subsequent year, or the date of the termination.
2. The SLBP is equivalent to 10% of the gross salary earned during the plan year, and may be taken in either extra time off, a lump sum cash payment, or a combination of the two, to the extent permitted below.
3. Auxiliary employees or auxiliary project employees shall be entitled to exercise the cash option only.
4. A regular employee may elect to receive a cash payment of all or part of the SLBP benefit earned in the plan year, to the extent permitted below.
5. A regular employee may elect to transfer all or part of the SLBP benefit earned during the plan year to a time bank. Time choices are calculated based on 2% of plan year salary being equivalent to five (5) working days where the employee has been employed for 12 months in the plan year, and a pro-rata portion where the employee has been employed for fewer months. Time may be extracted from the time bank in the manner described below.
6. The SLBP benefit will not be considered to have been "earned" until March 31 of each year in which the Plan is in effect, or until the date of termination of employment, whichever is earlier.
7. Each employee shall designate not later than March 31 of each year their choice for that particular plan year, i.e. to take all benefits in cash, bank all benefits as time, or to bank some time and take some cash, as the case may be.
8. The time bank may be converted to a cash payment at any time following the plan year. The employee shall give sixty (60) days notice of their intention to convert all or part of their time bank to cash. The cash payout will be based on the original bank cash value, i.e. on the value at the date such leave was earned and will relate to the first earned benefit first.
9. Time may be extracted from the time bank to take an additional ~~vacation~~ leave of up to fifteen (15) ~~five (5)~~ working days per annum, which may be taken any time after the

"Without Prejudice and Errors and Omissions Excepted"

fiscal year in which it is earned, the scheduling of which shall be subject to **approval and operational requirements**. The balance of the time bank shall be accumulated and taken ~~as a continuous period of leave~~ not sooner than once every three years and not later than once every **six eight** years unless otherwise approved by the **Chief Executive Officer**.

10. Time may be extracted from the time bank as set out herein, but all time taken off must be at a time agreeable to both the employee and the employer, subject to approval and operational needs. Chief Executive Officer or designate. ~~Prior approval shall be obtained from the Chief Executive Officer or designate. Unused vacation time in excess of ten (10) days, must be taken in conjunction with SLBP leave.~~ The taking of leave must be scheduled so as to accommodate the operations of the staff lawyer's office during their absence.

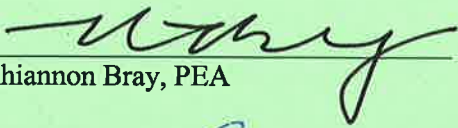
11. An employee who leaves the employment of LSS and who has accumulated time in their time bank shall be paid the cash equivalent, calculated on the original bank case value, i.e. on the value at the date such leave was earned. Entitlement to the plan benefits shall be calculated up to the date of termination. The plan benefit shall not be earned in relation to any severance payment (i.e. in lieu of reasonable notice made following a layoff or dismissal.)

An employee may, at their option, defer the payment until a date of their choosing in the calendar year following the year in which they leave the employment of LSS. The employee will reimburse LSS for any extra Employer cost, necessitated by the deferral, including Employer payments to the Canada Pension Plan.

12. An employee who terminates their employment with LSS shall not extract time from their time bank immediately prior to their date of termination.
13. An employee shall not earn plan benefits while on leave pursuant to the plan. However LSS shall continue to provide benefits pursuant to Article 12 of this Agreement while the employee is on plan leave.
14. This plan shall be effective as of April 1, 1981. All benefits earned under LSS's SLBP prior to that date shall be transferred to this plan and subject to these provisions.
15. a) Vacation credits will accrue to any SLBP earned after April 1, 1983 and subsequently taken as time off.
- b) No vacation will accrue to any SLBP benefits earned prior to April 1, 1982 and subsequently taken as time off except as set out in (c) below.
- c) Vacation credits will accrue to any SLBP benefits taken as time off for periods not exceeding one week.
- d) A statutory holiday which occurs during SLBP leave will be considered to be a statutory holiday and not part of SLBP leave.

"Without Prejudice and Errors and Omissions Excepted"

16. Notwithstanding point 12 above, an employee may extract time from their time bank immediately prior to retirement as a pre-retirement leave.
17. Before using the time bank, an employee must sign an agreement that they will return to work and remain in LSS's employ for a period equal to the SLBP time taken. Should the employee fail to return to work and remain in the employ of LSS for such time, the employee shall reimburse LSS for the difference between the amount paid to the employee and the original bank case value.


Rhiannon Bray, PEA


Steven Veinot, LABC

November 25, 2025

"Without Prejudice and Errors and Omissions Excepted"

Appendices

I. MEMORANDUM OF UNDERSTANDING — Cost of Living Adjustments

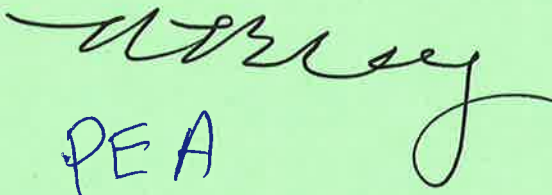
MEMORANDUM OF UNDERSTANDING
Between
LEGAL SERVICES SOCIETY (LSS)
And
PROFESSIONAL EMPLOYEES ASSOCIATION (PEA)

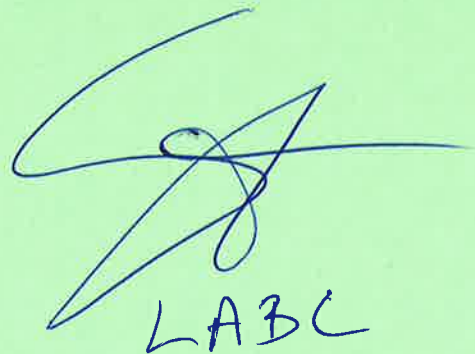
The parties agree that in determining the level of any Cost of Living Adjustments (COLAs) that will be paid out starting on the first pay period after October 1, 2023 and October 1, 2024, respectively, the "annualized average of BC CPI over twelve months" in Appendix 3 of the collective agreement means the Latest 12-month Average (Index) % Change reported by BC Stats in March for British Columbia for the twelve months starting at the beginning of March the preceding year and concluding at the end of the following February. The percentage change reported by BC Stats that will form the basis for determining any COLA increase is calculated to one decimal point. The Latest 12-month Average Index, as defined by BC Stats, is a 12-month moving average of the BC consumer price indexes of the most recent 12 months. This figure is calculated by averaging index levels over the applicable 12 months.

The Latest 12-month Average % Change is reported publicly by BC Stats in the monthly BC Stats Consumer Price Index Highlights report. The BC Stats Consumer Price Index Highlights report released in mid-March will contain the applicable figure for the 12 months concluding at the end of February.

For reference purposes only, the annualized average of BC CPI over twelve months from March 1, 2021 to February 28, 2022 was 3.4%.

Oct 30/25


PEA


LABC

G. MEMORANDUM OF AGREEMENT G

MEMORANDUM OF AGREEMENT

Between

LEGAL SERVICES SOCIETY (LSS)

And

PROFESSIONAL EMPLOYEES ASSOCIATION (PEA)

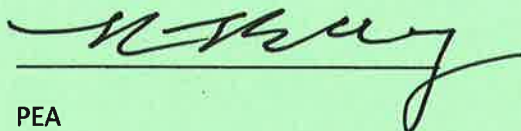
LABC staff lawyers manage and supervise criminal, family, child protection, immigration matters, and appeals. The parties recognize that wage rates for comparable staff lawyer classifications continue to be a concern. The parties agree that these concerns may present risk to recruitment and retention. The parties will submit a joint proposal that presents the wage disparity concerns facing LABC staff lawyers and will jointly provide suggestions on how to address these concerns.

The parties agree to use the Joint Standing Committee to do the following:

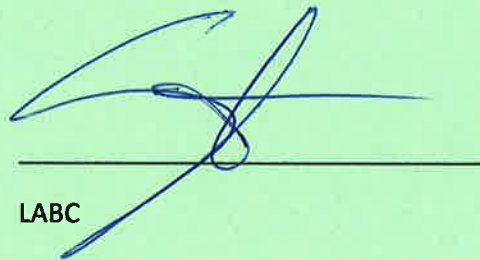
1. The parties will complete and submit the joint proposal (drafted under MOA G from the 2019-2022 collective agreement) to government no later than January 15, 20236.
2. The parties will meet annually to review recruitment and retention data for the previous year, no later than May 1 of each year of the collective agreement.
3. The parties will request a joint meeting with PSEC Secretariat to discuss the issue of market comparability by October 1, 20236.
4. The parties will continue discussions on wage comparability and position comparators during the life of the agreement.
5. The parties will request a joint meeting with the Attorney General by December 20236.

Date:

Oct 30/25



PEA



LABC

“Without Prejudice and Errors and Omissions Excepted”

Memorandum of Agreement H – Staff Lawyer Benefit Plan review committee (NEW)

MEMORANDUM OF AGREEMENT

Between

LEGAL SERVICES SOCIETY (LSS)

And

PROFESSIONAL EMPLOYEES ASSOCIATION (PEA)

No later than February 1, 2026, the parties shall strike a committee whose purpose shall be to review and explore changes to the current Staff Lawyer Benefit Plan (SLBP).

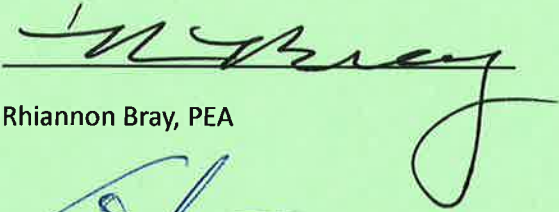
This committee shall be made up of two (2) PEA members and the Labour Relations Officer, and three (3) Employer representatives.

This review shall be completed by September 30, 2026 unless extended by mutual agreement between the parties. The committee will report back to their respective bargaining committees at the conclusion of the review in order to inform future bargaining.

Date:

Professional Employees Association

Legal Services Society



Rhiannon Bray, PEA



Steven Veinot, LABC

November 26, 2025

"Without Prejudice and Errors and Omissions Excepted"

Appendices

F. LETTER OF AGREEMENT

PUBLIC SECTOR WAGE INCREASES LETTER OF AGREEMENT

1. If a public sector employer, as defined in s. 1 of the Public Sector Employers Act, enters into a collective agreement with an effective date after December 31, 2021 and the first three years of the collective agreement under the Shared Recovery Mandate includes cumulative nominal (not compounded) general wage increases (GWIs) and Cost of Living Adjustments (COLAs) that, in accordance with how GWIs are defined and calculated in this LOA, are paid out and exceed the sum of the GWIs and COLAs that are paid out in the 17th LABC/PEA Agreement, the total GWIs and COLAs paid out will be adjusted on the third anniversary of the collective agreement so that the cumulative nominal (not compounded) GWIs and COLAs are equivalent. This Letter of Agreement is not triggered by any wage increase or lump sum awarded as a result of binding interest arbitration.

2. For the purposes of calculating the general wage increases in paragraph 1:

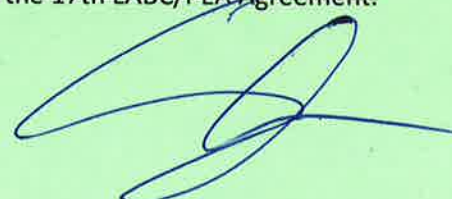
- a) a \$0.25 per hour flat rate wage increase for employees with their hourly wage rates set out in the collective agreement; or
- b) any alternative flat rate wage increase for employees whose hourly wage rates are not set out in the collective agreement that is determined by the Public Sector Employers' Council Secretariat to be roughly equivalent to a \$0.25 per hour flat rate wage increase;

shall be considered to be a 0.5% general wage increase, notwithstanding what it actually represents for the average bargaining unit member covered by the collective agreement. For clarity, under paragraph 2 a), the combined GWIs of \$0.25 per hour and 3.24% in Year 1 are considered to be a single increase of 3.74% for this LOA. For example purposes only, combining the 3.74% increase (as it is considered in this LOA) in Year 1 with the maximum potential combined GWI and COLA increases of 6.75% in Year 2 and 3% in Year 3 would result in a cumulative nominal increases of 13.49% over three years.

3. For certainty, a general wage increase is one that applies to all members of a bargaining unit (e.g. everyone receives an additional \$0.25 per hour, \$400 per year, or 1% increase) and does not include wage comparability adjustments, lower wage redress adjustments, labour market adjustments, flexibility allocations, classification system changes, or any compensation increases that are funded by equivalent collective agreement savings or grievance resolutions that are agreed to in bargaining.
4. A general wage increase and its magnitude in any agreement is as confirmed by the Public Sector Employers' Council Secretariat.
5. This Letter of Agreement will be effective during the term of the 17th LABC/PEA Agreement.

Oct. 30 / 26


PEA


LABC

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MEMORANDUM OF UNDERSTANDING XX (NEW)

Professional Development Training Fund

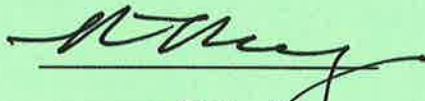
The Parties agree to meet and create an annual Professional Development Training Fund to support specific types of employee training and professional development activities that enhance the delivery of services. The Parties agree that priority of this fund will be given to lawyers between Years of Call 1-10.

The Professional Development Training Fund will be available effective October 1, 2028 in the amount of ~~\$12,000~~ \$4,150 and in each subsequent year the amount would be subject to negotiation for training and/or repurposed elsewhere to support other service improvements.

Any unused funds will not be carried forward.

An employee or group of employees may apply to the fund to cover the cost of activities that would enhance the delivery of services to clients.

Subject to the provisions of this memorandum, the Joint Standing Committee shall administer the fund.



Rhiannon Bray, PEA



Steven Veinot, LABC

Date: June 8/2026


Bargaining
Professional Employees Association
and Legal Aid BC (Legal Services Society)

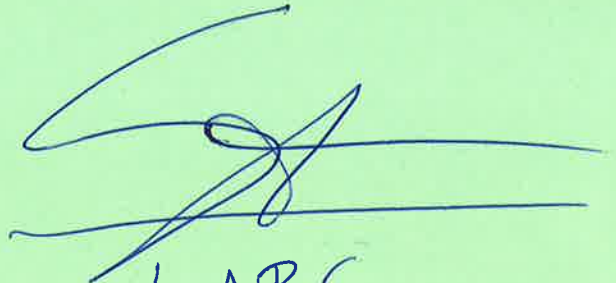
PEA Proposal
Date: October 27, 2025
Errors and Omissions Excepted

Housekeeping

Association to Union

Oct. 30 / 25


PEA


LABC

"Without Prejudice and Errors and Omissions Excepted"

Change PEA Staff Officer to PEA Labour Relations Officer

Oct 30 /25

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PEA

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LABC