

JUNE 2026

TENTATIVE AGREEMENT OVERVIEW

Between the Professional Employees Association
(PEA) and the Legal Services Society



PEA-LABC Tentative Agreement Overview

After several months of bargaining, your bargaining committee is pleased to report that we have reached a Tentative Agreement with Legal Aid BC.

The committee believes this agreement addresses key priorities identified by members, including wages, benefits, recruitment and retention, and professional development. The committee is unanimously recommending ratification.

Below are some of the highlights from what was negotiated in this round of bargaining. Please note all articles and appendices in the current collective agreement remain unchanged unless included in the Memorandum of Settlement (MOS).

Highlights of the Tentative Agreement

Wage Increases

Members will receive the following general wage increases:

- **3.0% – October 1, 2025**
- **3.0% – October 1, 2026**
- **3.0% – October 1, 2027**
- **3.0% – October 1, 2028**

Recruitment and Retention Improvements

Managing Lawyers

The annual Recruitment and Retention Incentive of **\$1,500** will continue to be provided to Managing Lawyers during each year of the agreement.

Lawyers Years of Call 11 - 17

Additional salary adjustments have been negotiated for lawyers in the 11–17 years of call range, helping address recruitment and retention concerns and improving salary progression for experienced counsel.

- October 1, 2025: Years of call 11-17 - **\$1150**
- October 1, 2028: Years of call 11-17 - **\$695**



Enhanced Mental Health and Extended Health Benefits

Effective January 1, 2027, members will see significant improvements to benefit coverage.

Mental Health Coverage

Combined annual coverage will increase to **\$2,000 per year** for the following:

- Psychologists
- Registered Clinical Counsellors
- Social Workers
- Internet-Based Cognitive Behavioural Therapy (iCBT)

Paramedical Benefits

Coverage increases include:

- Chiropractic/Naturopath combined: **\$650**
- Acupuncture: **\$500**
- Podiatry: **\$600**
- Chiropractic X-rays: **\$80**
- Effective January 1, 2028, RMT coverage will increase to **\$1,500** per calendar year

These changes provide greater support for members and their families while helping offset rising healthcare costs.

Health Spending Account (HSA)

- Introduction of a Health Spending Account (HSA):
 - **\$500** per calendar year per family unit as of January 1, 2027
 - Increases to **\$1,000** per calendar year per family unit as of January 1, 2028

The HSA provides flexibility to claim eligible health expenses that may not be fully covered through the regular benefits plan.

Professional Development and Wellness Fund Improvements

One of the most significant gains in this round of bargaining is the enhancement of the Professional Development Fund and the creation of a new Wellness Fund.



- Funds may continue to be used for a broad range of professional development activities, including courses, conferences, legal memberships, reference materials, and approved technology purchases.
- Members will have greater flexibility to carry costs between fiscal years and prepay for future courses or events.

New Wellness Fund

In addition to the \$1,300 per year for each Staff Lawyer, members will have access to a new fund for personal wellness and general interest activities:

- **\$500** annually beginning April 1, 2027
- Increasing to **\$1,000** annually beginning April 1, 2028

New Professional Development Fund- Memorandum of Understanding

- Creates a dedicated annual fund for training and professional development.
- Prioritizes early- and mid-career lawyers (Years of Call 1–10).
- Available beginning October 1, 2028.
- Employees can apply individually or as a group for funding that supports improved client service.
- Administered jointly by the Union and Employer through the Joint Standing Committee.

This MOU is primarily a future commitment to establish and administer a training fund, rather than a direct increase to individual professional development entitlements under the collective agreement. It creates a mechanism for additional training opportunities targeted at service improvement and lawyer development.

Staff Lawyer Benefit Plan (SLBP)

- Time may be extracted from the time bank to take an additional leave of up to 15 working days per year, which may be taken after the fiscal year in which it is earned. SLBP balances now need to be used within six years.
- Creation of a joint review committee to examine and explore changes to the Staff Lawyer Benefit Plan.

Committee comprised of union and employer representatives and intended to inform future bargaining.



Term of Agreement

October 1, 2025 to September 30, 2029

