

# BARGAINING UPDATE



## LEGAL AID SOCIETY

LOCAL 118 CHAPTERS 018 & 019 - ALL STAFF

## Agreement in principle with employer! Strength in solidarity changes our Employer's position

Your negotiating team is pleased to announce that on June 3, we reached the basis of agreement with our Employer for our next collective agreement. Although we will return to the bargaining table on June 21 to iron out some details, we have agreed on the financial and other significant issues for this round of bargaining.

We would like to congratulate all members on supporting us to get us to this point. You expressed determination to be treated fairly and our employer got the message.

The agreement provides for the following "trade-offs" in exchange for removing Earned Days Off (EDOs), effective Jan. 1, 2023.

- An increase in daily hours of work from 7 to 7.25 hrs/day. This will mean an increase in income of approximately 3.6% as a result of being paid to work longer (instead of banking this time as paid time off).
- Two paid "bonus days"
- An increase to 6 (from 4) days of casual illness which can be used for family illness
- A Letter of Understanding allowing Employees to request to work from home on an ongoing basis

It also achieves the following wage increases:

- Jan. 1, 2023 – 1.25%
- Sept. 1, 2023 – 1.5%

It is also important to point out that this agreement does not contain any of the rollbacks and damaging changes our employer had started bargaining with. We will not be working extended hours (until 8 p.m. weekdays and/or weekends) or losing any of our current entitlements without seeing anything in return.

### Next Steps

- 1) Please join us for our membership meeting on June 9 at 6:30 p.m. This will be an opportunity to ask any questions about this agreement.  
Topic: Legal Aid Membership Meeting  
Time: 6 p.m., Thursday, June 9, 2022.

### Join Zoom Meeting

<https://us06web.zoom.us/j/81402682393>

Meeting ID: 814 0268 2393

Phone: +1 587 328 1099

- 2) Your bargaining committee will complete the Tentative Agreement with Legal Aid on June 21.
- 3) We will hold a ratification vote on June 28. This will be an online vote. Stay tuned for more details.

If you have questions, please contact a member of your negotiating team.

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