

INTRODUCING YOUR AJC NEGOTIATING TEAM

Your AJC Negotiating Team has formed! The members of the team, listed to the right, **welcome your ongoing input and support** during bargaining for the compensation and terms and conditions of employment to which LAs are entitled. (However, you will appreciate that, in order to protect our strategic approaches, your negotiating team will not be in a position to reveal to you the details of our positions as the process ensures.)

Our counsel to the negotiations is **Steven Barrett** of Sack, Goldblatt and Mitchell (counsel to ALOC representing Ontario government civil lawyers and to Ontario provincial judges).

In support of the Negotiating Team, we also have a team of Consultants on Compensation, Costing, Benefits and Pension and negotiations with the federal Treasury Board.

The AJC has also created a **Negotiation Advisory Committee** composed of members of the Governing Council who will bring additional support to the Negotiating Team.

Finally, the following dates have been established for our first set of **meetings with Treasury Board**:

- 22-23 November 2006 (Ottawa)
- 23-25 January 2007 (Montreal)
- 20-22 February 2007 (Montreal)

BARGAINING FOR A RETROACTIVE ECONOMIC INCREASE

Many of you have raised with your AJC representatives the Department of Justice position, expressed in a 17 July 2006 letter from the Director General of Human Resources, which states that “[c]urrent terms and conditions of employment, including pay rates are frozen, pending resolution at the bargaining table”.

The issue has been further highlighted because PREA increases were provided to Justice employees following the PREA exercise during the spring of 2006, and the Employer is obligated to continue to implement PREA increases while bargaining continues.

Obviously the AJC does not agree with pay rates being frozen, and would prefer that interim economic increases continue to be awarded annually, as they have been

routinely in the past, subject to our being able to bargain improved compensation based on our request for parity with Ontario Government rates.

However the reality is that substantive collective bargaining with Treasury Board, the Department of Justice, and other LA employers will commence next month. The AJC will negotiate for a salary adjustment, retroactive to the 10 May 2006 date of filing of our Notice to Bargain. It is the position of the AJC that the retroactive economic increase obtained through collective bargaining should produce a net benefit to bargaining unit members

substantially in excess of the 2-3% economic increases of the past few years.

In addition to the strategic advantage of patiently insisting on the major increase that we deserve, the AJC Negotiating Team (see article above) will be more effective if it does not dissipate its energy and tactical flexibility fighting over secondary issues rather than focusing on our central objectives in negotiating a comprehensive agreement that will address the substantive concerns of LA's regarding compensation, as well as other terms and conditions of employment.

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MEMBERS OF THE AJC NEGOTIATING TEAM

- Darlene Lamey (Atlantic Region)
- John Solski (Northern Region)
- Patrick Jetté (Quebec Region),
Chairperson of the Negotiating Team
- Lois Kneplfar (Ontario Region)
- Nick Devlin (Ontario Region)
- Valerie Hartney (BC Region)
- Margaret McCabe (Alberta, Prairies
Region)
- Riri Shen (NCR)
- Holly Harris (NCR)
- Natasha Leclerc (NCR, formerly with
PIPSC)
- Ralph Keesickquayash (NCR)

(Bargaining... continued)

Of course persistence and patience will be required in bargaining, before a collective agreement between the AJC and Treasury Board is finalized. Nevertheless, your patience in accepting that retroactive

economic increases will take time, will benefit everyone as we negotiate for our goals.

It is difficult at this stage to evaluate how much time the negotiations will last. Since it is

the first collective agreement for most of the LA Group (former PIPSC lawyers have a collective agreement in force), we will keep you informed as the situation evolves

DUES CHECK-OFF and EXCLUSIONS

The AJC is in negotiation with Treasury Board Secretariat on automatic dues check off for all lawyers in the bargaining unit, and on who will be part of the Bargaining unit and who will be excluded.

We are close to an interim agreement on dues check-off that will enable the employer to start deducting from your pay cheque the dues payable to the AJC. This is critical if AJC is to be able to carry out its mandate, and pay off the considerable expenses we have incurred in getting as far as we have so far without dues check-off.

We have requested that the dues will be payable by lawyers starting November 1st, 2006. We have also requested that the deductions start on the November 15th, 2006 pay cheque. Please note that the AJC cannot control when the dues will effectively become payable nor when you will actually see these deductions on your pay cheque. However, our expectation is that no more than double dues will be deducted from any pay cheque to bring dues up to date from November 1st, once dues check off is implemented.

In accordance with our Constitution, the dues are set at **.75% of your gross salary**. Under our current bylaws, it will not apply on the lump sum payment of your performance pay or allowances like the Northern Allowance.

The dues are tax deductible and the amount you paid will appear on your T-4 (or TP-4 for LAs in the Province of Quebec).

Concerning the **dues holiday** for the members who financially supported the AJC for the years 2004, 2005 and/or 2006, we were informed by Treasury Board Secretariat that in order to put the deduction system in place, there would have to be three or four deductions first and afterward the dues holiday would be applied. This means that the deduction of the dues for those individuals will likely stop in early 2007 and would only start again once you have reached the amount of 133.33% of the dues you paid voluntarily in 2004, 2005 and/or 2006.

MORE INFO:

If you need additional information on any item of this Newsletter, please do not hesitate to contact us:

Association of Justice Counsel
P.O Box 464
Merrickville, Ontario, K0G 1N0

TEL: 613-269-2888
FAX: 613-269-2893
admin@ajc-ajj.com



ASSOCIATION OF JUSTICE COUNSEL
ASSOCIATION DES JURISTES DU MINISTÈRE DE LA JUSTICE