

**** APPENDIX "A"**

**LA - LAW GROUP
ANNUAL RATES OF PAY
(in dollars)**

- X) Effective May 10, 2006 - Pay Restructure**
- A) Effective May 10, 2006**
- B) Effective May 10, 2007**
- C) Effective May 10, 2008**
- D) Effective May 10, 2009**
- Arbitral Award Effective November 1, 2009 - Pay Restructure**
- Y) Effective May 10, 2010**
- E) Effective May 10, 2010**

(Arbitral Award - October 23, 2009)

LA-1

From:	\$	54585	57087	59586	62087	64587	68828	71581	74443	77868
To:	X	54580	57087	59586	62087	64587	68828	71581	74443	77868
	A	55945	58514	61076	63639	66202	70549	73371	76304	79815
	B	57232	59860	62481	65103	67725	72172	75059	78059	81651
	C	58090	60758	63418	66080	68741	73255	76185	79230	82876
	D	58961	61669	64369	67071	69772	74354	77328	80418	84119
	Y	58961	to	84119						
	E	59845	to	85381						

LA-2(I)

From:	\$	75622	79602	83582	87563	91544	95520	99500	103481	108241
To:	X	75622	79602	83582	87563	91544	95520	99500	103481	108525
	A	77513	81592	85672	89752	93833	97908	101988	106068	111238
	B	79296	83469	87642	91816	95991	100160	104334	108508	113796
	C	80485	84721	88957	93193	97431	101662	105899	110136	115503
	D	81692	85992	90291	94591	98892	103187	107487	111788	117236
	Y	81692	to	117236						
	E	82917	to	118995						

LA-2(II)

From:	\$	94097	97855	101615	105881	110149	114693	119968		
To:	X	94097	97855	101615	105881	110149	114693	119975		
	A	96449	100301	104155	108528	112903	117560	122974		
	B	98667	102608	106551	111024	115500	120264	125802		
	C	100147	104147	108149	112689	117233	122068	127689		
	D	101649	105709	109771	114379	118991	123899	129604		
	Y	101649	to	129604						
	E	103174	to	131548						

