

LA Law Group

National rates of pay for excluded lawyers
(annual rates in dollars)

(Rates of pay not authorized by collective agreement)

A) Effective 1 April 2004

B) Effective 1 April 2005

I - All Regions except Toronto (21400)

LA-DEV

From	\$	26215	to	59450
To	A	26870	to	60940
To	B	27410	to	62155

LA-01

From	\$	52205	to	74475
To	A	53510	to	76340
To	B	54580	to	77865

LA-2A

From	\$	72335	to	103800
To	A	74145	to	106395
To	B	75630	to	108525

LA-2B

From	\$	90005	to	114750
To	A	92255	to	117620
To	B	94100	to	119975

LA-3A - April 1, 2004

		Range minimum	Job rate
From	\$	101700	129000
To		104200	132300

LA-3B - April 1, 2004

From	\$	117900	144100
To		120800	147800

LA-3C - April 1, 2004

From	\$	134300	163700
To		137600	167800

II - Toronto (21401)

LA-DEV

From	\$	26215	to	59450
To	A	26870	to	60940
To	B	27410	to	62155

LA-01

From	\$	52205	to	74475
To	A	53510	to	76340
To	B	54580	to	77865

LA-2A

From	\$	72335	to	119500
To	A	74145	to	122490
To	B	75630	to	124940

LA-2B

From	\$	94535	to	132065
To	A	96900	to	135370
To	B	98840	to	138075

LA-3A - April 1, 2004

Range minimum	Job rate
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	From	\$	107700	140200
	To		110300	143800
LA-3B - April 1, 2004				
	From	\$	117900	144100
	To		120800	147800

PAY NOTES

1. To provide an economic increase of 2.5% to all lawyers at the LA-DEV to LA-2B levels (either National or Toronto rates) effective 1 April, 2004 and 2.0% effective 1 April 2005 subject to the range limits shown on lines A et B.
2. The rates of pay for Articling Students are to be administered at the discretion of the Deputy Head. Rates of pay for Articling Students are to be in accordance with the LA-DEV rates shown for the applicable effective date. (See * below.)
3. No lawyer shall be paid less than the minimum of his/her respective salary range, unless that lawyer's performance is assessed as "unsatisfactory" in which case the lawyer will remain at his/her current rate of pay which could be less than the minimum of the range.

* **Note:** (*Public Sector Compensation Act, 91-10-01*)

The Treasury Board has approved the LA-DL rates of pay and related conditions of employment for articling students.

1. For the purpose of this authority, the term *articling student* means a person who has a Bachelor in Common Law (LL.B) or a Bachelor in Civil Law (LL.L), is eligible for membership at the Bar of one of the Provinces or Territories of Canada upon completion of articling and Bar Admission courses, and has been appointed for a specified period under the *Public Service Employment Act*.
2. The rates of pay for articling students are to be administered at the discretion of the deputy minister.
3. Salary within the range of rates for articling students shall be paid to articling students while they are attending a Bar Admission course only under the following conditions:
 - an offer is made to the articling student for a permanent legal position prior to the termination of his/her Bar Admission course; and
 - the student commits himself/herself in writing to work as a legal officer immediately after being called to the Bar for a minimum of one year and further agrees that in the event of a subsequent refusal of an offer for a legal position or of his/her leaving the department prior to the expiration of one year, he/she will reimburse the amount of salary paid during his/her attendance at the Bar Admission course or in respect thereof.