

****Appendix “A”****LP: Law Practitioner Group annual rates of pay (BUD 21400 and 21401)
(in dollars)****Table legend**

- \$) Effective May 10, 2017
 X)* Wage adjustment effective May 10, 2018
 A)* Effective May 10, 2018
 Y)* Wage adjustment effective May 10, 2019
 B)* Effective May 10, 2019
 C) Effective May 10, 2020
 D) Effective May 10, 2021

I: All regions except Toronto (BUD 21400)**LP-00 (Steps 1 to 6)**

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) May 10, 2017	38,395	40,198	42,090	44,067	46,139	48,307
X) Wage Adjustment Effective May 10, 2018*	38,702	40,520	42,427	44,420	46,508	48,693
A) May 10, 2018*	39,476	41,330	43,276	45,308	47,438	49,667
Y) Wage Adjustment Effective May 10, 2019*	39,555	41,413	43,363	45,399	47,533	49,766
B) May 10, 2019*	40,346	42,241	44,230	46,307	48,484	50,761
C) May 10, 2020	40,951	42,875	44,893	47,002	49,211	51,522
D) May 10, 2021	41,565	43,518	45,566	47,707	49,949	52,295

LP-00 (Steps 7 to 12)

Effective Date	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
\$) May 10, 2017	50,577	52,954	55,442	58,050	60,777	63,634
X) Wage Adjustment Effective May 10, 2018*	50,982	53,378	55,886	58,514	61,263	64,143
A) May 10, 2018*	52,002	54,446	57,004	59,684	62,488	65,426
Y) Wage Adjustment Effective May 10, 2019*	52,106	54,555	57,118	59,803	62,613	65,557
B) May 10, 2019*	53,148	55,646	58,260	60,999	63,865	66,868
C) May 10, 2020	53,945	56,481	59,134	61,914	64,823	67,871
D) May 10, 2021	54,754	57,328	60,021	62,843	65,795	68,889

LP-00 (Steps 13 to 16)

Effective Date	Step 13	Step 14	Step 15	Step 16
§) May 10, 2017	66,624	69,756	73,035	76,468
X) Wage Adjustment Effective May 10, 2018*	67,157	70,314	73,619	77,080
A) May 10, 2018*	68,500	71,720	75,091	78,622
Y) Wage Adjustment Effective May 10, 2019*	68,637	71,863	75,241	78,779
B) May 10, 2019*	70,010	73,300	76,746	80,355
C) May 10, 2020	71,060	74,400	77,897	81,560
D) May 10, 2021	72,126	75,516	79,065	82,783

LP-00 (Steps 17 and 18)

Effective Date	Step 17	Step 18
§) May 10, 2017	80,061	83,823
X) Wage Adjustment Effective May 10, 2018*	80,701	84,494
A) May 10, 2018*	82,315	86,184
Y) Wage Adjustment Effective May 10, 2019*	82,480	86,356
B) May 10, 2019*	84,130	88,083
C) May 10, 2020	85,392	89,404
D) May 10, 2021	86,673	90,745

* Rates of pay will be adjusted within 180 days of signature of the collective agreement. Changes to rates of pay with an effective date prior to the salary adjustment date will be paid according to Appendix E, as a lump sum payment. In particular:

- a. Year 1 increases (i.e., “X” and “A”): paid as a retroactive lump sum payment equal to a 2.0% economic increase and 0.8% wage adjustment, for a compounded total increase of 2.816% of May 10, 2017, rates.
- b. Year 2 increases (i.e., “Y” and “B”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 2.0% economic increase and 0.2% wage adjustment, for a compounded total increase of 5.082% of May 10, 2017, rates.

LP-01 (Steps 1 to 6)

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
§) May 10, 2017	76,142	79,722	83,468	87,392	91,500	95,799
X) Wage Adjustment Effective May 10, 2018*	76,751	80,360	84,136	88,091	92,232	96,565
A) May 10, 2018*	78,286	81,967	85,819	89,853	94,077	98,496
Y) Wage Adjustment Effective May 10, 2019*	78,443	82,131	85,991	90,033	94,265	98,693
B) May 10, 2019*	80,012	83,774	87,711	91,834	96,150	100,667
C) May 10, 2020	81,212	85,031	89,027	93,212	97,592	102,177
D) May 10, 2021	82,430	86,306	90,362	94,610	99,056	103,710

LP-01 (Steps 7 and 8)

Effective Date	Step 7	Step 8
§) May 10, 2017	100,302	105,015
X) Wage Adjustment Effective May 10, 2018*	101,104	105,855
A) May 10, 2018*	103,126	107,972
Y) Wage Adjustment Effective May 10, 2019*	103,332	108,188
B) May 10, 2019*	105,399	110,352
C) May 10, 2020	106,980	112,007
D) May 10, 2021	108,585	113,687

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- b. Year 2 increases (i.e., “Y” and “B”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 2.0% economic increase and 0.2% wage adjustment, for a compounded total increase of 5.082% of May 10, 2017, rates.

LP-02 (Steps 1 to 6)

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
§) May 10, 2017	106,120	111,108	116,329	121,796	127,522	133,514
X) Wage Adjustment Effective May 10, 2018*	106,969	111,997	117,260	122,770	128,542	134,582
A) May 10, 2018*	109,108	114,237	119,605	125,225	131,113	137,274
Y) Wage Adjustment Effective May 10, 2019*	109,326	114,465	119,844	125,475	131,375	137,549
B) May 10, 2019*	111,513	116,754	122,241	127,985	134,003	140,300
C) May 10, 2020	113,186	118,505	124,075	129,905	136,013	142,405
D) May 10, 2021	114,884	120,283	125,936	131,854	138,053	144,541

LP-02 (Steps 7 and 8)

Effective Date	Step 7	Step 8
§) May 10, 2017	139,791	146,361
X) Wage Adjustment Effective May 10, 2018*	140,909	147,532
A) May 10, 2018*	143,727	150,483
Y) Wage Adjustment Effective May 10, 2019*	144,014	150,784
B) May 10, 2019*	146,894	153,800
C) May 10, 2020	149,097	156,107
D) May 10, 2021	151,333	158,449

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- b. Year 2 increases (i.e., “Y” and “B”): paid as a retroactive lump sum payment equal to the year 1 increase plus a 2.0% economic increase and 0.2% wage adjustment, for a compounded total increase of 5.082% of May 10, 2017, rates.

LP-03 (Steps 1 to 6)

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) May 10, 2017	128,601	134,645	140,974	147,600	154,538	161,801
X) Wage Adjustment Effective May 10, 2018*	129,630	135,722	142,102	148,781	155,774	163,095
A) May 10, 2018*	132,223	138,436	144,944	151,757	158,889	166,357
Y) Wage Adjustment Effective May 10, 2019*	132,487	138,713	145,234	152,061	159,207	166,690
B) May 10, 2019*	135,137	141,487	148,139	155,102	162,391	170,024
C) May 10, 2020	137,164	143,609	150,361	157,429	164,827	172,574
D) May 10, 2021	139,221	145,763	152,616	159,790	167,299	175,163

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LP-04

Effective Date	Range
\$) May 10, 2017	144,710 to 183,819
X) Wage Adjustment Effective May 10, 2018*	145,868 to 185,290
A) May 10, 2018*	148,785 to 188,996
Y) Wage Adjustment Effective May 10, 2019*	149,083 to 189,374
B) May 10, 2019*	152,065 to 193,161
C) May 10, 2020	154,346 to 196,058
D) May 10, 2021	156,661 to 198,999

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LP-05

Effective Date	Range
§) May 10, 2017	167,770 to 205,260
X) Wage Adjustment Effective May 10, 2018*	169,112 to 206,902
A) May 10, 2018*	172,494 to 211,040
Y) Wage Adjustment Effective May 10, 2019*	172,839 to 211,462
B) May 10, 2019*	176,296 to 215,691
C) May 10, 2020	178,940 to 218,926
D) May 10, 2021	181,624 to 222,210

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II: Toronto (BUD 21401)

LP-00 (Steps 1 to 6)

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§) May 10, 2017	38,395	40,198	42,090	44,067	46,139	48,307
X) Wage Adjustment Effective May 10, 2018*	38,702	40,520	42,427	44,420	46,508	48,693
A) May 10, 2018*	39,476	41,330	43,276	45,308	47,438	49,667
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B) May 10, 2019*	70,010	73,300	76,746	80,355
C) May 10, 2020	71,060	74,400	77,897	81,560
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LP-00 (Steps 17 and 18)

Effective Date	Step 17	Step 18
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A) May 10, 2018*	82,315	86,184
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Y) Wage Adjustment Effective May 10, 2019*	78,443	82,131	85,991	90,033	94,265	98,693
B) May 10, 2019*	80,012	83,774	87,711	91,834	96,150	100,667
C) May 10, 2020	81,212	85,031	89,027	93,212	97,592	102,177
D) May 10, 2021	82,430	86,306	90,362	94,610	99,056	103,710

LP-01 (Steps 7 and 8)

Effective Date	Step 7	Step 8
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A) May 10, 2018*	103,126	107,972
Y) Wage Adjustment Effective May 10, 2019*	103,332	108,188
B) May 10, 2019*	105,399	110,352
C) May 10, 2020	106,980	112,007
D) May 10, 2021	108,585	113,687

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LP-02 (Steps 1 to 6)

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
§) May 10, 2017	106,446	111,448	116,687	122,172	127,913	133,925
X) Wage Adjustment Effective May 10, 2018*	107,298	112,340	117,620	123,149	128,936	134,996
A) May 10, 2018*	109,444	114,587	119,972	125,612	131,515	137,696
Y) Wage Adjustment Effective May 10, 2019*	109,663	114,816	120,212	125,863	131,778	137,971
B) May 10, 2019*	111,856	117,112	122,616	128,380	134,414	140,730
C) May 10, 2020	113,534	118,869	124,455	130,306	136,430	142,841
D) May 10, 2021	115,237	120,652	126,322	132,261	138,476	144,984

LP-02 (Steps 7 to 11)

Effective Date	Step 7	Step 8	Step 9	Step 10	Step 11
§) May 10, 2017	140,220	146,809	153,711	160,934	168,498
X) Wage Adjustment Effective May 10, 2018*	141,342	147,983	154,941	162,221	169,846
A) May 10, 2018*	144,169	150,943	158,040	165,465	173,243
Y) Wage Adjustment Effective May 10, 2019*	144,457	151,245	158,356	165,796	173,589
B) May 10, 2019*	147,346	154,270	161,523	169,112	177,061
C) May 10, 2020	149,556	156,584	163,946	171,649	179,717
D) May 10, 2021	151,799	158,933	166,405	174,224	182,413

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LP-03 (Steps 1 to 6)

Effective Date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
§) May 10, 2017	135,014	141,361	148,004	154,960	162,244	169,868
X) Wage Adjustment Effective May 10, 2018*	136,094	142,492	149,188	156,200	163,542	171,227
A) May 10, 2018*	138,816	145,342	152,172	159,324	166,813	174,652
Y) Wage Adjustment Effective May 10, 2019*	139,094	145,633	152,476	159,643	167,147	175,001
B) May 10, 2019*	141,876	148,546	155,526	162,836	170,490	178,501
C) May 10, 2020	144,004	150,774	157,859	165,279	173,047	181,179
D) May 10, 2021	146,164	153,036	160,227	167,758	175,643	183,897

LP-03 (Steps 7 and 8)

Effective Date	Step 7	Step 8
§) May 10, 2017	177,853	186,212
X) Wage Adjustment Effective May 10, 2018*	179,276	187,702
A) May 10, 2018*	182,862	191,456
Y) Wage Adjustment Effective May 10, 2019*	183,228	191,839
B) May 10, 2019*	186,893	195,676
C) May 10, 2020	189,696	198,611
D) May 10, 2021	192,541	201,590

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LP-04

Effective Date	Range
§) May 10, 2017	153,205 to 199,732
X) Wage Adjustment Effective May 10, 2018*	154,431 to 201,330
A) May 10, 2018*	157,520 to 205,357
Y) Wage Adjustment Effective May 10, 2019*	157,835 to 205,768
B) May 10, 2019*	160,992 to 209,883
C) May 10, 2020	163,407 to 213,031
D) May 10, 2021	165,858 to 216,226

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LP-05

Effective Date	Range
\$) May 10, 2017	167,770 to 205,260
X) Wage Adjustment Effective May 10, 2018*	169,112 to 206,902
A) May 10, 2018*	172,494 to 211,040
Y) Wage Adjustment Effective May 10, 2019*	172,839 to 211,462
B) May 10, 2019*	176,296 to 215,691
C) May 10, 2020	178,940 to 218,926
D) May 10, 2021	181,624 to 222,210

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Pay adjustment administration (BUD 21400 and 21401)**Pay notes****Pay range structure**

1. A lawyer at the LP-00 to LP-03 levels (either national or Toronto rates) shall, on the relevant effective dates of adjustments to rates of pay, be paid in accordance with the lockstep structure set out in line (X), (A), (Y), (B), (C) or (D) scale of rates at the rate shown immediately below the lawyer’s former rate.
2. Effective May 10, 2018, lawyers at the LP-04 to LP-05 levels (either national or Toronto rates) shall be paid at a rate of pay zero decimal eight per cent (0.8%) higher than in “\$” range, rounded to the nearest one dollar, subject to the range limits shown on line “X.”
3. Effective May 10, 2018, lawyers at the LP-04 to LP-05 levels (either national or Toronto rates) shall be paid at a rate of pay two per cent (2%) higher than in “X” range, rounded to the nearest one (1) dollar, subject to the range limits shown on line “A.”
4. Effective May 10, 2019, prior to any other pay revision which occurs on that date, lawyers at the LP-04 to LP-05 levels (either national or Toronto rates) shall be paid at a rate of pay which is zero decimal two per cent (0.2%) higher than in “A” range, rounded to the nearest one (1) dollar, subject to the range limits shown on line “Y.”
5. Effective May 10, 2019, lawyers at the LP-04 to LP-05 levels (either national or Toronto rates) shall be paid at a rate of pay two per cent (2%) higher than the lawyer’s rate on the “Y” line, rounded to the nearest one (1) dollar, subject to the range limits shown on line “B.”
6. Effective May 10, 2020, lawyers at the LP-04 to LP-05 levels (either national or Toronto rates) shall be paid at a rate of pay one decimal five per cent (1.5%) higher than the lawyer’s rate on the “B” line, rounded to the nearest one (1) dollar, subject to the range limits shown on line “C.”

7. Effective May 10, 2021, lawyers at the LP-04 to LP-05 levels (either national or Toronto rates) shall be paid at a rate of pay one decimal five per cent (1.5%) higher than the lawyer's rate on the "C" line, rounded to the nearest one (1) dollar, subject to the range limits show on line "D."
8. Rates of pay for articling students are to be administered in accordance with the LP-00 rates shown for the applicable effective date.
 - For the purpose of the LP-00 rates, the term articling student means a person who has a Bachelor in Common Law (LL.B.), a Bachelor in Civil Law (LL.L.), or a Juris Doctor (J.D.) designation, is eligible for membership at the bar of one of the Provinces or Territories of Canada upon completion of licensing requirements which traditionally includes articling, bar admission course, and licensing exams; and has been appointed for a specified period under the *Public Service Employment Act*.
 - The Employer will recover a partial or full amount of the salary paid to the employee while attending a bar admission program if the employee:
 - subsequently resigns prior to the completion of the licensing requirements;
 - upon being called to the bar, declines an offer of employment with the Department and accepts employment elsewhere,
 - or
 - upon being called to the bar and offered a position post-articles, fails to work a minimum amount of time equivalent to the time paid to attend bar admission course and licensing exams.
9. 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.

In-range pay movement

10. In-range pay movement for lawyers at the LP-04 and LP-05 levels will continue to be governed by the performance pay regime at Appendix "C."

Lockstep pay range for LP-00, LP-01, LP-02 and LP-03

11. Pay increments for lawyers at the LP-00, LP-01, LP-02 and LP-03 levels will be to the next higher rate on the applicable lockstep pay range.
12. A lawyer whose performance is assessed as "Unsatisfactory" is not eligible for a pay increment.

Lockstep pay increment administration for LP-00, LP-01, LP-02 and LP-03

13. Eligible lawyers at the LP-00, LP-01, LP-02, and LP-03 levels who were appointed to their current LP position prior to March 31, 2013, and who would have been eligible for an in-range increase effective April 1, 2013, under the former performance pay regime will continue to receive a pay increment on May 10.
14. The pay increment period is twelve (12) months for lawyers at the LP-00, LP-02, LP-03 levels and six (6) months for lawyers paid on the LP-01 scale.
15. A lawyer who was appointed to his or her position prior to March 31, 2013, but was not employed for a sufficient period to permit an assessment of his or her performance by March 31, 2013, shall receive an increment on the anniversary date of his or her appointment, or, in the case of a lawyers at the LP-01 level, six (6) months from his or her appointment.