

## HISTORY OF LEGAL COUNSEL WAGE INCREASES

| Date         | Increase | Summary                                                                                                                                                                                                                                                                                                 |
|--------------|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2 April 2028 | 3.00%    | A general wage increase of three percent (3%)                                                                                                                                                                                                                                                           |
| 4 April 2027 | 3.00%    | A general wage increase of three percent (3%)                                                                                                                                                                                                                                                           |
| 5 April 2026 | 3.00%    | A general wage increase of three percent (3%)                                                                                                                                                                                                                                                           |
| 6 April 2025 | 3.00%    | A general wage increase of three percent (3%)                                                                                                                                                                                                                                                           |
| 1 April 2025 | 4.56%    | 4.56% increase as per arbitration award                                                                                                                                                                                                                                                                 |
| 7 April 2024 | 3.00%    | A general wage increase of three percent (3%)                                                                                                                                                                                                                                                           |
| 1 April 2023 | 6.75%    | A general wage increase of three percent (6.75%)                                                                                                                                                                                                                                                        |
| 1 April 2022 | 4.00%    | A general wage increase of three percent (4%)                                                                                                                                                                                                                                                           |
| 1 April 2021 | 2.26%    | 2.26% is a result of the continued link the Crown Counsel have to the Judges increases.                                                                                                                                                                                                                 |
| 1 April 2020 | 2.22%    | 2.22% is a result of the continued link the Crown Counsel have to the Judges increases.                                                                                                                                                                                                                 |
| 1 April 2019 | 1.51%    | 1.51% is a result of the continued link the Crown Counsel have to the Judges increases. *Note no general wage increase determined yet. Negotiations are ongoing.<br><b>Legal Counsel are no longer linked to the Crown Counsel effective April 1, 2019.</b>                                             |
| 1 April 2018 | 2.80%    | General wage increase of 1.27% (2.80% + 1.53%) *2.80% was applied retroactively as a result of the government's response to the JCC.                                                                                                                                                                    |
| 1 April 2017 | 5.12%    | General wage increase of 1.27% (1.27% + 3.8%) *3.8% was applied retroactively as a result of government's response to the JCC.                                                                                                                                                                          |
| 1 April 2016 | 3.45%    | General wage increase of 3.45% (1.95%+1.5%). * 1.5% of this increase was implemented retroactively in 2017 and was only applied for the period of April 1, 2016 to March 31, 2017. Interim Award dated March 17, 2017 ordered the implementation of a general wage increase for April 1, 2016 of 1.95%. |
| 1 April 2015 | 2.77%    | General wage increase of 2.77% (1.27%+1.5%). * 1.5% of this increase was implemented retroactively in 2017 and was only applied for the period of April 1, 2015 to March 31, 2016. Interim Award dated March 17, 2017 ordered the implementation of a general wage increase for April 1, 2015 of 1.27%. |
| 1 April 2014 | 4.67%    | General wage increase of 4.67% (1.27%+3.4%). * 3.4% of this increase was implemented retroactively in 2015 and was only applied for the period of April 1, 2014 to March 31, 2015.                                                                                                                      |

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|              |          | Interim Award dated March 17, 2017 ordered the implementation of a general wage increase for April 1, 2014 of 1.27%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 1 April 2013 | 6.17%*   | General wage increase of 6.17% (4.9% + 1.27%). * 3.4% of this increase was implemented retroactively in 2015 and was only applied for the period of April 1, 2013 to March 31, 2014.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 1 April 2012 | 1.27%    | General wage increase of 1.27% (0.0% + 1.27%)<br>CC Level 3 – addition of Step 7<br>CC Level 3B – addition of Step 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 1 April 2011 | 1.27%    | General wage increase of 1.27% (0.0% + 1.27%)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 1 April 2010 | 3.77%    | General wage increase of 3.77% (2.5% + 1.27%)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 1 April 2009 | 3.77%    | General wage increase of 3.77% (2.5% + 1.27%)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 1 April 2008 | 9.989%   | General wage increase of 9.989% (8.719% + 1.27%)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 1 April 2007 | 3.47%    | Effective April 1, 2007 and on the first April of each year of the collective agreement thereafter (to March 31, 2019), all salaries will be adjusted by an amount equal to the increases provided to Provincial Court Judges plus 1.27%.<br>CC Level 2 – addition of Year of Call 11<br>CC Level 3A becomes Level 3 – addition of Step 5 and Step 6<br>CC Level 3B is grandfathered – addition of Step 5<br>CC Level 4 – addition of Step 6<br>All employees receive a one-time lump sum payment equivalent to that paid for management employees in 2006, to a maximum of \$3900 for each full time employee based on hours worked from April 1, 2005 until March 31, 2007. |
| 1 April 2006 | 13.0%    | General wage increase as set out in Schedule A, Crown Counsel Agreement Continuation Act (Bill 21 – 2005)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 30 Mar 2003  | 3.2%     | 3.2% cost of living adjustment as per Munroe arbitration award, dated June 12, 2003.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 31 Mar 2002  | 2.5%     | 2.5% general wage increase the Crown Counsel Association opted for under the 2000 Munroe Award.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 1 April 2001 | 2.5%     | 2.5% general wage increase the Crown Counsel Association opted for under the 2000 Munroe Award.<br>CC Level 3A – addition of Step 4<br>CC Level 3B – addition of Step 4<br>CC Level 4 – addition of Step 4 and Step 5                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 1 April 2000 | 2.0%     | 2.0% general wage increase as per TBO #308                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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| 1 Jan 2000   | --       | A lump sum payment of \$200 to full-time employees who worked 1827 straight-time hours between Jan. 1, 1999 and Dec. 31, 1999. Part-time employees and full-time employees who worked less than 1827 hours were paid a pro-rated lump sum based on the percentage of full-time hours worked during that year. (TBO #308) |
| 1 April 1998 | -        | Year of Call 1 salary rate increased to Year of Call 2 rate and equal increments of \$3,322 provided to each of the first four years thereafter (Year of Call 2, Year of Call 3, Year of Call 4 and Year of Call 5) as per 2000 Munroe Award.                                                                            |
| 30 Nov 1997  | 1%       | A general wage increase of 1% as per TBO #303                                                                                                                                                                                                                                                                            |
| 26 Mar 1995  | 1.5%     | A general wage increase of 1.5% as per TBO #279                                                                                                                                                                                                                                                                          |
| 1 April 2004 | --       | Introduction of step ranges for Crown Counsel Levels 3A, 3B and 4 as per TBO #279. The minimum (Step 1) and maximum (Step 3) salaries remain the same                                                                                                                                                                    |
| 1 Dec 1993   | Varies   | Changes to the salary rates for Crown Counsel Levels 3A, 3B and 4 as per TBO #258. The percentage increase varies for each level.                                                                                                                                                                                        |
| 29 Mar 1993  | Varies   | New salary rates for Crown Counsel Classification Series as per TBO #258.                                                                                                                                                                                                                                                |
| 1 April 1992 | Varies   | Establishment of the Legal (Crown) Counsel Classification Series. An interim salary adjustment was approved effective April 1, 1992. Salaries were adjusted to reflect the midpoint between an individual Crown Counsel's current salary rate and the applicable March 29, 1993 salary rate. TBO #258                    |