

# BC Government Lawyers Association (BCGLA)

## ABOUT US

- **1992** incorporated under the *Society Act* as the Legal Services Branch Lawyers Association
- **2017** updated bylaws to comply with *Societies Act* and name change
- **2007-2020** a Treasury Board Order gave legal counsel parity on salary with the BC Crown Counsel Association (BCCCA). This order enshrined a decades-long practice of parity between Crown counsel and all other legal counsel in government
- The BCCCA agreement expired **March 31, 2019** and they are in negotiations with government to arrive at a new agreement
- On **June 4, 2020** Treasury Board confirmed that the link to Crown Counsel salary is terminated
- Because of their collective agreement, the BCCCA have more security, and are able to negotiate terms and conditions including professional development funding and an independent grievance process
- ***More than ever, government civil lawyers deserve a seat at the bargaining table to negotiate the terms and conditions of their employment***
- Most Canadian governments recognize collective bargaining rights of government civil lawyers
- After the **SCC trilogy in 2015**, BC recognized the rights of government civil lawyers to collectively bargain; the form that will take (stand alone, joint with BCCCA, joining the Professional Employees Association) is not yet settled

## WHAT WE DO

- **Recognition of Association:** executive members are working to obtain recognition to bargain on behalf of government civil lawyers
- **Individual Advocacy:** executive and senior members are involved on a one-on-one basis helping members with a variety of employment issues (anything from pay/benefits issues, to harassment and discipline)
- **Joint Committee:** representatives of the Branch Management Committee (including the ADAG) and the Public Service Agency meet with BCGLA executive about every six weeks, where we have an opportunity to raise issues from our membership with management, and to provide input on branch management policy (including working conditions, hiring, succession planning, etc.)
- **Canadian Association of Crown Counsel:** in 2009 we joined the national association that represents the collective interests of Crown prosecutors and lawyers, in which we work with colleagues from across the country on issues regarding conditions of employment
- **BCGLA Committees:**
  - Governance
  - Bargaining
  - Communications
  - Membership
- **Contacts:**
  - Gareth Moreley (President)
  - Tara Callan (Vice President)
  - Melanie Murray (Treasurer)
  - Margo Foster (Secretary)
  - Mark Witten (Membership)

## Purposes (BCGLA Constitution)

- To represent government civil lawyers in matters regarding remuneration, benefits and other terms and conditions of employment;
- To create, promote and encourage better understanding, unity and cooperation among the members of the Association;
- To represent the members of the Association in matters of professional interest relating to employment.

## Dues

- 0.5% salary, tax deductible (T4 box 44)
- Comparators:
  - BC Crown Counsel Association 0.75%
  - BC Professional Employees Association 1%
  - BC Government Employees Union 1.85%
- Dues support steps toward collective bargaining, participation in CACC, building a fund to support negotiating a contract and eventual participation in a grievance procedure