

# BC Government Lawyers Association (BCGLA)

## REPRESENTING YOU FOR 30 YEARS

- **1992** incorporated under the *Society Act* as the Legal Services Branch Lawyers Association
- **1992** a Treasury Board order gave legal counsel salary parity with the BC Crown Counsel association (BCCCA)
- **1992-2017** various Treasury Board orders and written confirmations that salary and benefits extended to the BCCCA through new collective agreements and arbitration awards would be continue to apply to legal counsel
- **2017** updated bylaws to comply with *Societies Act* and name change
- **March 31, 2019** the BCCCA collective agreement from 2007 to 2019 expired and has not been replaced
- On **June 4, 2020** Treasury Board confirmed the link to Crown Counsel salary is terminated
- Because of its collective agreement, the BCCCA has more security, and is able to negotiate terms and conditions including professional development funding and an independent grievance process
- 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 bargain, however the government has refused to bargain with the BCGLA
- **June 2022** BC Labour Relations Code amendment allows the Labour Relations Board to certify a union that collects signed membership cards from at least 55% of employees they propose to represent
- **Nov 2022** BCGLA files certification application at the Labour Relations Board with support of over 70 % of legal counsel
- **Feb 2023** Government introduces Bill 5 to interfere with certification application

## 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.

## WHAT WE DO

- **Recognition of Association:** More than ever, government civil lawyers deserve a seat at the bargaining table to negotiate the terms and conditions of their employment. We commit to vigorously pursue bargaining status on behalf of our members
- **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 management (including the ADAG) and the Public Service Agency meet with BCGLA executive regularly, where we have an opportunity to raise issues from our membership, and to provide input on 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
- **Job Action and Organizing Committee:** Established in April 2022 with overwhelming member support to explore ways to challenge the government's refusal to collectively bargain with the BCGLA
- **Contacts:**
  - Gareth Morley (President)
  - Tara Callan (Vice President)
  - Margo Foster (Secretary)
  - Mark Sebaran (Treasurer)
  - Mark Witten (Membership)
  - Micah Weintraub (Past Exec)

## 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