

# BC Government Lawyers Association (BCGLA)

## REPRESENTING YOU FOR 30+ YEARS

- **1992** incorporated under the *Society Act*
- **1992** Treasury Board order gave government civil lawyers salary parity with the BC Crown Counsel Association (BCCCA)
- 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, but the government has refused to bargain with the BCGLA
- **1992-2017** various Treasury Board orders and written confirmations indicated that salary and benefits extended to the BCCCA would continue to apply to civil lawyers
- **March 31, 2019** the BCCCA collective agreement from 2007 to 2019 expired and has not been replaced. Bargaining is in process.
- On **June 4, 2020** Treasury Board confirmed the link to Crown Counsel salary is terminated
- **Nov 2022** Following a card campaign, the BCGLA filed a certification application at the Labour Relations Board with support of over 70% of government civil lawyers
- **Feb 2023** Government introduced Bill 5 to interfere with our certification application
- **May 8, 2023** BCGLA members participate in a Principled Day of Job Action to protest Bill 5
- **May 11, 2023** Bill 5 received Royal Assent
- **July 14, 2023** Bill 5 came into force, forcing most civil lawyers into the Professional Employees Association (PEA) with no transition agreement in place but excluding legislative counsel and others
- **July 18, 2023** BCGLA filed Notice of Civil Claim to challenge Bill 5 on *Charter* s. 2 (d) grounds

## 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:** We are challenging Bill 5 on the basis that it denies legislative counsel access to collective bargaining and forces most other legal counsel into a bargaining unit they did not choose and with which they do not share a community of interest. If successful in the litigation, we will continue pursuing bargaining status on behalf of all our members.
- **Agency and solidarity:** Bill 5 divides us and dilutes our voice by forcing some lawyers into a large bargaining unit while excluding others. Post-Bill 5, the BCGLA continues to foster solidarity among lawyers and provides the sole forum for advancing our unique community of interest. We are committed to making our voice heard and pursuing the interests of all our members, including those excluded from PEA membership.
- **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). This support continues to be available to all members and provides an alternative to the formal grievance procedure for PEA members.
- **Joint Committee:** Until 2023, BCGLA executive used Joint Committee to raise issues with the employer. This forum has been discontinued by the employer but we will continue to push for a similar forum.
- **Canadian Association of Crown Counsel (CACC):** In 2009 we joined the national association that represents the collective interests of government lawyers across Canada, in which we work with colleagues on professional and employment issues unique to government lawyers.
- **Job Action and Organizing Committee:** Established in April 2022 to explore ways to challenge the government's refusal to collectively bargain with us.

## Contacts:

- Micah Weintraub (President)
- Margo Foster (Vice President)
- Justin Mason (Secretary)
- Madeline Reid (Treasurer)
- Rowan Hodge (Membership)
- Tara Callan (Past Exec)

## Dues

- No dues for the time being
- \$10 per pay cheque when dues resume (tax deductible, T4 box 44)
- Dues support ongoing litigation challenging Bill 5, advocacy, learning opportunities and participation in CACC, building a fund to support negotiating a contract and eventual participation in a grievance procedure