

****Appendix “A”**

LP: Law Practitioner Group annual rates of pay (BUD 24401) (in dollars)

Table legend

- \$) Effective May 10, 2021
- W) Effective May 10, 2022 - Transition to new single pay grid
- A) Effective May 10, 2022
- X) Effective May 10, 2022 - Wage adjustment
- B) Effective May 10, 2023
- Y) Effective May 10, 2023 - Payline adjustment
- C) Effective May 10, 2024
- Z) Effective May 10, 2024 - Wage adjustment
- D) Effective May 10, 2025

I: All regions except Toronto (BUD 24401)

LP-00 (Steps 1 to 6)

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) May 10, 2021	41,565	43,518	45,566	47,707	49,949	52,295
W) May 10, 2022 - Transition to new single pay grid	41,565	43,518	45,566	47,707	49,949	52,295
A) May 10, 2022	43,020	45,041	47,161	49,377	51,697	54,125
X) May 10, 2022 - Wage adjustment	43,558	45,604	47,751	49,994	52,343	54,802
B) May 10, 2023	44,865	46,972	49,184	51,494	53,913	56,446
Y) May 10, 2023 - Payline adjustment	45,089	47,207	49,430	51,751	54,183	56,728
C) May 10, 2024	45,991	48,151	50,419	52,786	55,267	57,863
Z) May 10, 2024 - Wage adjustment	46,106	48,271	50,545	52,918	55,405	58,008
D) May 10, 2025	47,028	49,236	51,556	53,976	56,513	59,168

LP-00 (Steps 7 to 12)

Effective date	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
\$) May 10, 2021	54,754	57,328	60,021	62,843	65,795	68,889
W) May 10, 2022 - Transition to new single pay grid	54,754	57,328	60,021	62,843	65,795	68,889
A) May 10, 2022	56,670	59,334	62,122	65,043	68,098	71,300
X) May 10, 2022 - Wage adjustment	57,378	60,076	62,899	65,856	68,949	72,191
B) May 10, 2023	59,099	61,878	64,786	67,832	71,017	74,357
Y) May 10, 2023 - Payline adjustment	59,394	62,187	65,110	68,171	71,372	74,729
C) May 10, 2024	60,582	63,431	66,412	69,534	72,799	76,224
Z) May 10, 2024 - Wage adjustment	60,733	63,590	66,578	69,708	72,981	76,415
D) May 10, 2025	61,948	64,862	67,910	71,102	74,441	77,943

LP-00 (Steps 13 to 18)

Effective date	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
\$) May 10, 2021	72,126	75,516	79,065	82,783	86,673	90,745
W) May 10, 2022 - Transition to new single pay grid	72,126	75,516	79,065	82,783	86,673	90,745
A) May 10, 2022	74,650	78,159	81,832	85,680	89,707	93,921
X) May 10, 2022 - Wage adjustment	75,583	79,136	82,855	86,751	90,828	95,095
B) May 10, 2023	77,850	81,510	85,341	89,354	93,553	97,948
Y) May 10, 2023 - Payline adjustment	78,239	81,918	85,768	89,801	94,021	98,438
C) May 10, 2024	79,804	83,556	87,483	91,597	95,901	100,407
Z) May 10, 2024 - Wage adjustment	80,004	83,765	87,702	91,826	96,141	100,658
D) May 10, 2025	81,604	85,440	89,456	93,663	98,064	102,671

LP-01 (Steps 1 to 6)

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) May 10, 2021	82,430	86,306	90,362	94,610	99,056	103,710
W) May 10, 2022 - Transition to new single pay grid	82,430	86,306	90,362	94,610	99,056	103,710
A) May 10, 2022	85,315	89,327	93,525	97,921	102,523	107,340
X) May 10, 2022 - Wage adjustment	86,381	90,444	94,694	99,145	103,805	108,682
B) May 10, 2023	88,972	93,157	97,535	102,119	106,919	111,942
Y) May 10, 2023 - Payline adjustment	89,417	93,623	98,023	102,630	107,454	112,502
C) May 10, 2024	91,205	95,495	99,983	104,683	109,603	114,752
Z) May 10, 2024 - Wage adjustment	91,433	95,734	100,233	104,945	109,877	115,039
D) May 10, 2025	93,262	97,649	102,238	107,044	112,075	117,340

LP-01 (Steps 7 and 8)

Effective date	Step 7	Step 8
\$) May 10, 2021	108,585	113,687
W) May 10, 2022 - Transition to new single pay grid	108,585	113,687
A) May 10, 2022	112,385	117,666
X) May 10, 2022 - Wage adjustment	113,790	119,137
B) May 10, 2023	117,204	122,711
Y) May 10, 2023 - Payline adjustment	117,790	123,325
C) May 10, 2024	120,146	125,792
Z) May 10, 2024 - Wage adjustment	120,446	126,106
D) May 10, 2025	122,855	128,628

LP-02 (Steps 1 to 6)

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) May 10, 2021	114,884	120,283	125,936	131,854	138,053	144,541
W) May 10, 2022 - Transition to new single pay grid	115,237	120,652	126,322	132,261	138,476	144,984

A) May 10, 2022	119,270	124,875	130,743	136,890	143,323	150,058
X) May 10, 2022 - Wage adjustment	120,761	126,436	132,377	138,601	145,115	151,934
B) May 10, 2023	124,384	130,229	136,348	142,759	149,468	156,492
Y) May 10, 2023 - Payline adjustment	125,006	130,880	137,030	143,473	150,215	157,274
C) May 10, 2024	127,506	133,498	139,771	146,342	153,219	160,419
Z) May 10, 2024 - Wage adjustment	127,825	133,832	140,120	146,708	153,602	160,820
D) May 10, 2025	130,382	136,509	142,922	149,642	156,674	164,036

LP-02 (Steps 7 and 11)

Effective date	Step 7	Step 8	Step 9	Step 10	Step 11
§) May 10, 2021	151,333	158,449	-	-	-
W) May 10, 2022 - Transition to new single pay grid	151,799	158,933	166,405	174,224	182,413
A) May 10, 2022	157,112	164,496	172,229	180,322	188,797
X) May 10, 2022 - Wage adjustment	159,076	166,552	174,382	182,576	191,157
B) May 10, 2023	163,848	171,549	179,613	188,053	196,892
Y) May 10, 2023 - Payline adjustment	164,667	172,407	180,511	188,993	197,876
C) May 10, 2024	167,960	175,855	184,121	192,773	201,834
Z) May 10, 2024 - Wage adjustment	168,380	176,295	184,581	193,255	202,339
D) May 10, 2025	171,748	179,821	188,273	197,120	206,386

LP-03 (Steps 1 to 6)

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
§) May 10, 2021	139,221	145,763	152,616	159,790	167,299	175,163
W) May 10, 2022 - Transition to new single pay grid	146,164	153,036	160,227	167,758	175,643	183,897
A) May 10, 2022	151,280	158,392	165,835	173,630	181,791	190,333
X) May 10, 2022 - Wage adjustment	153,171	160,372	167,908	175,800	184,063	192,712
B) May 10, 2023	157,766	165,183	172,945	181,074	189,585	198,493
Y) May 10, 2023 - Payline adjustment	158,555	166,009	173,810	181,979	190,533	199,485
C) May 10, 2024	161,726	169,329	177,286	185,619	194,344	203,475
Z) May 10, 2024 - Wage adjustment	162,130	169,752	177,729	186,083	194,830	203,984
D) May 10, 2025	165,373	173,147	181,284	189,805	198,727	208,064

LP-03 (Steps 7 to 8)

Effective date	Step 7	Step 8
§) May 10, 2021	-	-
W) May 10, 2022 - Transition to new single pay grid	192,541	201,590
A) May 10, 2022	199,280	208,646
X) May 10, 2022 - Wage adjustment	201,771	211,254
B) May 10, 2023	207,824	217,592
Y) May 10, 2023 - Payline adjustment	208,863	218,680
C) May 10, 2024	213,040	223,054
Z) May 10, 2024 - Wage adjustment	213,573	223,612
D) May 10, 2025	217,844	228,084

LP-04

Effective date	Range
\$) May 10, 2021	156,661 to 198,999
W) May 10, 2022 - Transition to new single pay grid	165,858 to 216,226
A) May 10, 2022	171,663 to 223,794
X) May 10, 2022 - Wage adjustment	173,809 to 226,591
B) May 10, 2023	179,023 to 233,389
Y) May 10, 2023 - Payline adjustment	179,918 to 234,556
C) May 10, 2024	183,516 to 239,247
Z) May 10, 2024 - Wage adjustment	183,975 to 239,845
D) May 10, 2025	187,655 to 244,642

LP-05

Effective date	Range
\$) May 10, 2021	181,624 to 222,210
W) May 10, 2022 - Transition to new single pay grid	181,624 to 222,210
A) May 10, 2022	187,981 to 229,987
X) May 10, 2022 - Wage adjustment	190,331 to 232,862
B) May 10, 2023	196,041 to 239,848
Y) May 10, 2023 - Payline adjustment	197,021 to 241,047
C) May 10, 2024	200,961 to 245,868
Z) May 10, 2024 - Wage adjustment	201,463 to 246,483
D) May 10, 2025	205,492 to 251,413

II: Toronto (BUD 24401)

LP-00 (Steps 1 to 6)

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) May 10, 2021	41,565	43,518	45,566	47,707	49,949	52,295
W) May 10, 2022 - Transition to new single pay grid	41,565	43,518	45,566	47,707	49,949	52,295
A) May 10, 2022	43,020	45,041	47,161	49,377	51,697	54,125
X) May 10, 2022 - Wage adjustment	43,558	45,604	47,751	49,994	52,343	54,802
B) May 10, 2023	44,865	46,972	49,184	51,494	53,913	56,446
Y) May 10, 2023 - Payline adjustment	45,089	47,207	49,430	51,751	54,183	56,728
C) May 10, 2024	45,991	48,151	50,419	52,786	55,267	57,863
Z) May 10, 2024 - Wage adjustment	46,106	48,271	50,545	52,918	55,405	58,008
D) May 10, 2025	47,028	49,236	51,556	53,976	56,513	59,168

LP-00 (Steps 7 to 12)

Effective date	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
\$) May 10, 2021	54,754	57,328	60,021	62,843	65,795	68,889
W) May 10, 2022 - Transition to new single pay grid	54,754	57,328	60,021	62,843	65,795	68,889
A) May 10, 2022	56,670	59,334	62,122	65,043	68,098	71,300
X) May 10, 2022 - Wage adjustment	57,378	60,076	62,899	65,856	68,949	72,191

B) May 10, 2023	59,099	61,878	64,786	67,832	71,017	74,357
Y) May 10, 2023 - Payline adjustment	59,394	62,187	65,110	68,171	71,372	74,729
C) May 10, 2024	60,582	63,431	66,412	69,534	72,799	76,224
Z) May 10, 2024 - Wage adjustment	60,733	63,590	66,578	69,708	72,981	76,415
D) May 10, 2025	61,948	64,862	67,910	71,102	74,441	77,943

LP-00 (Steps 13 to 18)

Effective date	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
§) May 10, 2021	72,126	75,516	79,065	82,783	86,673	90,745
W) May 10, 2022 - Transition to new single pay grid	72,126	75,516	79,065	82,783	86,673	90,745
A) May 10, 2022	74,650	78,159	81,832	85,680	89,707	93,921
X) May 10, 2022 - Wage adjustment	75,583	79,136	82,855	86,751	90,828	95,095
B) May 10, 2023	77,850	81,510	85,341	89,354	93,553	97,948
Y) May 10, 2023 - Payline adjustment	78,239	81,918	85,768	89,801	94,021	98,438
C) May 10, 2024	79,804	83,556	87,483	91,597	95,901	100,407
Z) May 10, 2024 - Wage adjustment	80,004	83,765	87,702	91,826	96,141	100,658
D) May 10, 2025	81,604	85,440	89,456	93,663	98,064	102,671

LP-01 (Steps 1 to 6)

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
§) May 10, 2021	82,430	86,306	90,362	94,610	99,056	103,710
W) May 10, 2022 - Transition to new single pay grid	82,430	86,306	90,362	94,610	99,056	103,710
A) May 10, 2022	85,315	89,327	93,525	97,921	102,523	107,340
X) May 10, 2022 - Wage adjustment	86,381	90,444	94,694	99,145	103,805	108,682
B) May 10, 2023	88,972	93,157	97,535	102,119	106,919	111,942
Y) May 10, 2023 - Payline adjustment	89,417	93,623	98,023	102,630	107,454	112,502
C) May 10, 2024	91,205	95,495	99,983	104,683	109,603	114,752
Z) May 10, 2024 - Wage adjustment	91,433	95,734	100,233	104,945	109,877	115,039
D) May 10, 2025	93,262	97,649	102,238	107,044	112,075	117,340

LP-01 (Steps 7 and 8)

Effective date	Step 7	Step 8
§) May 10, 2021	108,585	113,687
W) May 10, 2022 - Transition to new single pay grid	108,585	113,687
A) May 10, 2022	112,385	117,666
X) May 10, 2022 - Wage adjustment	113,790	119,137
B) May 10, 2023	117,204	122,711
Y) May 10, 2023 - Payline adjustment	117,790	123,325
C) May 10, 2024	120,146	125,792
Z) May 10, 2024 - Wage adjustment	120,446	126,106
D) May 10, 2025	122,855	128,628

LP-02 (Steps 1 to 6)

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) May 10, 2021	115,237	120,652	126,322	132,261	138,476	144,984
W) May 10, 2022 - Transition to new single pay grid	115,237	120,652	126,322	132,261	138,476	144,984
A) May 10, 2022	119,270	124,875	130,743	136,890	143,323	150,058
X) May 10, 2022 - Wage adjustment	120,761	126,436	132,377	138,601	145,115	151,934
B) May 10, 2023	124,384	130,229	136,348	142,759	149,468	156,492
Y) May 10, 2023 - Payline adjustment	125,006	130,880	137,030	143,473	150,215	157,274
C) May 10, 2024	127,506	133,498	139,771	146,342	153,219	160,419
Z) May 10, 2024 - Wage adjustment	127,825	133,832	140,120	146,708	153,602	160,820
D) May 10, 2025	130,382	136,509	142,922	149,642	156,674	164,036

LP-02 (Steps 7 to 11)

Effective date	Step 7	Step 8	Step 9	Step 10	Step 11
\$) May 10, 2021	151,799	158,933	166,405	174,224	182,413
W) May 10, 2022 - Transition to new single pay grid	151,799	158,933	166,405	174,224	182,413
A) May 10, 2022	157,112	164,496	172,229	180,322	188,797
X) May 10, 2022 - Wage adjustment	159,076	166,552	174,382	182,576	191,157
B) May 10, 2023	163,848	171,549	179,613	188,053	196,892
Y) May 10, 2023 - Payline adjustment	164,667	172,407	180,511	188,993	197,876
C) May 10, 2024	167,960	175,855	184,121	192,773	201,834
Z) May 10, 2024 - Wage adjustment	168,380	176,295	184,581	193,255	202,339
D) May 10, 2025	171,748	179,821	188,273	197,120	206,386

LP-03 (Steps 1 to 6)

Effective date	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
\$) May 10, 2021	146,164	153,036	160,227	167,758	175,643	183,897
W) May 10, 2022 - Transition to new single pay grid	146,164	153,036	160,227	167,758	175,643	183,897
A) May 10, 2022	151,280	158,392	165,835	173,630	181,791	190,333
X) May 10, 2022 - Wage adjustment	153,171	160,372	167,908	175,800	184,063	192,712
B) May 10, 2023	157,766	165,183	172,945	181,074	189,585	198,493
Y) May 10, 2023 - Payline adjustment	158,555	166,009	173,810	181,979	190,533	199,485
C) May 10, 2024	161,726	169,329	177,286	185,619	194,344	203,475
Z) May 10, 2024 - Wage adjustment	162,130	169,752	177,729	186,083	194,830	203,984
D) May 10, 2025	165,373	173,147	181,284	189,805	198,727	208,064

LP-03 (Steps 7 and 8)

Effective date	Step 7	Step 8
\$) May 10, 2021	192,541	201,590
W) May 10, 2022 - Transition to new single pay grid	192,541	201,590
A) May 10, 2022	199,280	208,646

X) May 10, 2022 - Wage adjustment	201,771	211,254
B) May 10, 2023	207,824	217,592
Y) May 10, 2023 - Payline adjustment	208,863	218,680
C) May 10, 2024	213,040	223,054
Z) May 10, 2024 - Wage adjustment	213,573	223,612
D) May 10, 2025	217,844	228,084

LP-04

Effective date	Range
§) May 10, 2021	165,858 to 216,226
W) May 10, 2022 - Transition to new single pay grid	165,858 to 216,226
A) May 10, 2022	171,663 to 223,794
X) May 10, 2022 - Wage adjustment	173,809 to 226,591
B) May 10, 2023	179,023 to 233,389
Y) May 10, 2023 - Payline adjustment	179,918 to 234,556
C) May 10, 2024	183,516 to 239,247
Z) May 10, 2024 - Wage adjustment	183,975 to 239,845
D) May 10, 2025	187,655 to 244,642

LP-05

Effective date	Range
§) May 10, 2021	181,624 to 222,210
W) May 10, 2022 - Transition to new single pay grid	181,624 to 222,210
A) May 10, 2022	187,981 to 229,987
X) May 10, 2022 - Wage adjustment	190,331 to 232,862
B) May 10, 2023	196,041 to 239,848
Y) May 10, 2023 - Payline adjustment	197,021 to 241,047
C) May 10, 2024	200,961 to 245,868
Z) May 10, 2024 - Wage adjustment	201,463 to 246,483
D) May 10, 2025	205,492 to 251,413

Changes to rates of pay will be paid according to Appendix “E”:

- a. Year 1 (2022): transition to single pay grid (that is, “W”);
- b. Year 1 (2022) increases (that is, “A” and “X”): equal to a 3.50% economic increase and a wage adjustment of 1.25% for a compounded total increase of 4.794% of May 10, 2021, rates;
- c. Year 2 (2023) increases (that is, “B” and “Y”): paid as a retroactive lump sum payment equal to the year 1 increases plus a 3.00% economic increase and a 0.5% pay line adjustment, for a compounded total increase of 8.477% of May 10, 2021, rates;
- d. Year 3 (2024) increases (that is, “C” and “Z”): paid as a retroactive lump sum payment equal to the year 1 and 2 increases plus a 2.00% economic increase and a 0.25% wage adjustment, for a compounded total increase of 10.923% of May 10, 2021, rates;

- e. Year 4 (2025) increases (that is, “D”): paid as a 2% economic increase for a compounded total increase of 13.142% of May 10, 2021, rates.

Pay adjustment administration (BUD 24401)

Pay notes

Transitional provisions

1. Effective May 10, 2022, lawyers currently paid in accordance with the Toronto pay grid will transition to the new single pay grid, which represents their existing pay steps/rates of pay and therefore will not result in any pay increases.
2. Effective May 10, 2022, lawyers currently paid in accordance with the National pay grid will transition to the new single pay grid and, where applicable, will receive pay increases in the new single pay grid.
 - a. Lawyers at the LP-00, LP-01 and LP-05 levels currently paid in accordance with the National pay grid will transition to the new single pay grid, which represents their existing pay steps/rates of pay and therefore will not result in any pay increases.
 - b. Lawyers at the LP-02, LP-03, and LP-04 levels whose pay will be modified by the transition to the new single pay grid will receive additional retroactive payments corresponding to the differential between the former national pay grid and the new single pay grid as follows:
 - i. LP-02
 - LP02s at steps 1-7 of the national pay grid will move to the corresponding step of the new single pay grid.
 - LP02s at step 8 of the 2021 national pay grid with less than 1 year of continuous service at the LP-02 level as of May 10, 2022, will move to step 8 of the new single pay grid.
 - LP02s at step 8 of the 2021 national pay grid with at least 1 year of continuous service at the LP-02 level as of May 10, 2022, will move to step 9 of the new single pay grid.
 - LP02s at step 8 of the 2021 national pay grid with at least 2 years of continuous service at the LP-02 level as of May 10, 2022, will move to step 10 of the new single pay grid.
 - LP02s at step 8 of the 2021 national pay grid with 3 years of continuous service at the LP-02 level or more as of May 10, 2022, will move to step 11 of the new single pay grid.
 - ii. LP-03
 - LP03s at steps 1-5 of the national pay grid will move to the corresponding step of the new single pay grid.

- LP03s at step 6 with less than 1 year of continuous service at the LP-03 level as of May 10, 2022, will move to step 6 of the new single pay grid.
 - LP03s at step 6 with at least 1 year of continuous service at the LP-03 level as of May 10, 2022, will move to step 7 of the new single pay grid.
 - LP03s at step 6 with at least 2 years of continuous service at the LP-03 level as of May 10, 2022, will move to step 8 of the new single pay grid.
- iii. LP-04s will transition to the new single pay grid at a rate which is not less than the minimum level in the pay range of the new single pay grid or not less than their current pay rate, whichever is higher.
3. The transition of lawyers at the LP-00, LP-01, LP-02 and LP-03 classifications from both the Toronto and National pay grids to the new single pay grid does not change their anniversary date for the purpose of advancing through the lockstep pay increments in their classification.

Pay range structure

1. A lawyer at the LP-00 to LP-03 levels shall, on the relevant effective dates of adjustments to rates of pay, be paid in accordance with the lockstep structure set out in line (W) (X), (A), (Y), (B), (C), (Z) or (D) scale of rates at the rate shown immediately below the lawyer's former rate.
2. Effective May 10, 2022, lawyers at the LP-04 to LP-05 levels shall be paid at a rate of pay three decimal five per cent (3.5%) higher than in "W" range, rounded to the nearest one dollar (\$1.00), subject to the range limits shown on line "A".
3. Effective May 10, 2022, lawyers at the LP-04 to LP-05 levels shall be paid at a rate of pay one decimal two five per cent (1.25%) higher than in "A" range, rounded to the nearest one dollar (\$1.00), subject to the range limits shown on line "X."
4. Effective May 10, 2023, lawyers at the LP-04 to LP-05 levels shall be paid at a rate of pay three per cent (3%) higher than the lawyer's rate on the "X" line, rounded to the nearest one dollar (\$1.00), subject to the range limits shown on line "B".
5. Effective May 10, 2023, lawyers at the LP-04 to LP-05 levels shall be paid at a rate of pay which is zero decimal five per cent (0.5%) higher than in "B" range, rounded to the nearest one dollar (\$1.00), subject to the range limits shown on line "Y."
6. Effective May 10, 2024, lawyers at the LP-04 to LP-05 levels shall be paid at a rate of pay two per cent (2.0%) higher than the lawyer's rate on the "Y" line, rounded to the nearest one dollar (\$1.00), subject to the range limits shown on line "C."
7. Effective May 10, 2024, lawyers at the LP-04 to LP-05 levels shall be paid at a rate of pay zero decimal five per cent (0.5%) higher than the lawyer's rate on the "C" line, rounded to the nearest one dollar (\$1.00), subject to the range limits show on line "Z."
8. Effective May 10, 2025, lawyers at the LP-04 to LP-05 levels shall be paid at a rate of pay two per cent (2%) higher than the lawyer's rate on the "Z" line, rounded to the nearest one dollar (\$1.00), subject to the range limits show on line "D".
9. 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.

10. 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

11. 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

- 12. 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.
- 13. 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

- 14. 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.
- 15. 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.
- 16. 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.