

M E M O R A N D U M

TO: CELA STAFF

FROM: GRACE, TOBY AND STEVE

RE: SALARIES

DATE: APRIL 1, 1986

As you know, the lawyers have asked Charles Birchall to determine from Ross whether there was any particular intention when a 9.5 percent increase overall was granted to CELA. We specifically wondered whether they had intended this to be a catchup year for lawyers' salaries. We have not yet heard from Charles, but meanwhile we have reviewed the OLAP salary figures to see how the increased have been allocated in terms of career progress units.

Career Progress 85/86

Lawyers	14,700
Staff	6,375
Base salary	23,300

Career Progress 86/87

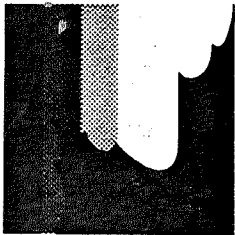
Lawyers	29,250 (increase of \$14,500 or approximately 98%)
Staff	8,475 (increase of \$2,100 or approximately 32%)
Base salary	23,900 (increase of \$600 or 2.5%)

Lawyers combined salary last year was \$100,498
Increase of CPUs and base 16,300 (or approximately 16.3%)
Staff combined salary last year was \$128,500
Increases 5,700 (or 4.4%)

Splitting the difference would mean 12.6 and 7.2 percent increases respectively and the reallocation to staff of \$3,750.

As the Articling Student's salary appears to be approximately equal to salaries in the private sector, rather than proportionately lower, that salary might be increased from \$19,461.60 to \$20,000 for next year, with the difference of \$1,210 allocated to secretaries or librarian/editor categories.

We would like to discuss this memo at the next staff meeting.



Canadian Environmental Law Association
L'Association canadienne du droit de l'environnement

243 Queen Street W., 4th Floor, Toronto, Ontario M5V 1Z4, telephone (416) 977-2410

MEMORANDUM

TO: Management Committee

FROM: Sarah

RE: Salaries 1986-87

DATE: March 13, 1986

For consideration
CELA Staff
Meeting
Wednesday the 20th

Attached is the calculation sheet which OLAP has given us regarding salary. We have received confirmation that our 1986-87 funding has been approved by convocation and will be arriving in time for our April payroll. Unfortunately, we do not at this time have OLAP's rationale for this allocation, as they have not responded in detail to our application.

I have done some calculations using the same approach which we have used in the past five years, which is the highest percentage increase we can give to staff based on the allocation. This year I have included \$900.00 to cover CELA's contribution to the lawyers' compensation fund so that we can pay it in October rather than at year end.

These figures can serve as a basis for Management Committee's discussion of salaries allocations. They will be bringing the Committee's recommendations to the Board at its April 8th meeting.

Ontario Legal Aid Plan Allocation

\$269,006.00 *

	'85-'86		9%	
	<u>salaries</u>		<u>increase</u>	
G.P.	35,366.66	+	3,182.99	38,549.65
T.V.	33,566.66	+	3,020.99	36,587.65
S.S.	31,566.60	+	2,840.99	34,407.59
F.G.	24,727.68	+	2,225.49	26,953.17
S.M.	25,357.32	+	2,282.15	27,639.47
R.K.	19,461.60	+	1,751.54	21,213.14
D.M.	19,461.60	+	1,751.54	21,213.14
L.G.	19,461.60	+	1,751.54	21,213.14
B.G.	12,020.44	+	1,081.83	13,102.27
M.V.	8,013.47	+	721.21	8,734.68
			SUB-TOTAL	249,613.90
			Benefits at 6.4%	15,975.29
				265,599.19
Lawyers' compensation fund				900.00
Kathleen Mitchell (bookkeeper)				1,500.00
			TOTAL MAXIMUM EXPENDITURE	\$267,999.19
Contingency				\$ 1,006.81
at March 31, 1987 \$900.00 re:				
compensation fund				\$ 1,906.81

(* NOTE: If Grace leaves before April 1, 1986 they will lose her C.P.U.s and this amount will change.)

SALARY AND BENEFITS 1986/87

Clinic: CANADIAN ENVIRONMENTAL LAW ASSOCIATION

1. Salary Allocation: \$

a. Revised Base: 23900 x 9 staff 215100

b. Director's Stipend: ⁽²³⁹⁰⁰⁾
600 3500

c. Career Progress Allocation:
86 - start year

		Call/ Start	Adj. Yrs.	LAWYER \$ 1000	\$ 675	CLW \$ 625	SUPP \$ 400	\$
1	Law: Patterson	78✓	8	8000	3375	0	0	11375
1	Shrybman	81✓	5	5000	1350	0	0	6350
1	Vigod	80✓	6	6000	2025	0	0	8025
2	CLW: Giorno	81✓	5	0	0	3125	0	3125
2	Miller	78✓*****	6	0	0	3750	0	3750
3	SEC: McKeon	85✓	1	0	0	0	400	400
3	Gibson	84✓	2	0	0	0	800	800
3	Gilbert	85✓	1	0	0	0	400	400
3	A.S.	86	0	0	0	0	0	0

CPU Total: 34225

Total Salary Pool: 252825

2. Benefits @ .064 16181

Total Salary Pool + Benefits: \$ 269006

Lawyers - 5025
3500
8525 + increase in base.

***** 12 yrs experience - maximum recognition for lawyers
***** 6 yrs experience - maximum recognition for others
***** lawyer seniority - yrs 4:12 - maximum 9 years

SALARY AND BENEFITS 1985/86

Clinic: CANADIAN ENVIRONMENTAL LAW ASSOCIATION

1. Base Salary Allocation

1984/85 base @ \$22300

Add general adjustment
4.05% approx.

Revised base - \$23300 x 9

\$209700

1a. Progress Allocation

	0	1	2	3	4	5	6	7	8	9	10	11	12	
Law: Patterson	78	79	80	81	82	83	84	85						7 x 700 = 4900
Shrybman	81	82	83	84	85									4 700 2800
Vigod	80	81	82	83	84	85								5 700 3500
LAW seniority														7 500 3500
CLW: Giorno	81	82	83	84	85									4 525 2100
Miller	78	79	80	81	82	83	84	85						6 525 3150
Sec: Heath	84	85												1 375 375
Dame	84	85												1 375 375
Gibson	84	85												1 375 375
A.S:	85													0 375 0

21075

Salary pool: 230775

2. Benefits Calculation

6.4% of salary pool

14770

Total salary pool + benefits: \$245545

We have reviewed OCAP salaries figures
to see how increases have been granted

career progress 85/86.

lawyers 14,700⁰⁰
staff 6,375⁰⁰

base salary 23,300⁰⁰

career progress 86/87.

lawyers 29,250⁰⁰ increase of 14,550⁰⁰ $\approx 98\%$
staff 8,475⁰⁰ increase of 2,100⁰⁰ $\approx 32\%$

base 23,900⁰⁰ increase 600⁰⁰ or 2.5%

lawyers combined salary last year \$100,498
increase experience + base 16,350
or $\approx 16.3\%$

staff combined " 128,500⁰⁰
increases - 5,700⁰⁰
or $\approx 4.4\%$

splitting the difference would mean 12.6 and 7.2%
increases respectively and the reallocation
to staff on 3750⁰⁰ assigned to lawyers.

As auxiliary student salary is disproportionately higher - salary level could be frozen at 85/86 level on 19,461.60 with the 1750⁰⁰ perhaps being allocated to secretaries category.

M E M O R A N D U M

TO: Alan Levy

FROM: Steven Shrybman

RE: Financial and Eligibility Criteria

DATE: March 26, 1987

*Sent to Al. 26/3/87.
cc to TM.*

As the oral tradition apparently has failed us I have successfully completed the profoundly boring and tedious task of actually reviewing the history of events in the saga of revising our eligibility criteria to meet CFS expectations. Please find attached a copy of this handwritten chronology.

For all of this however, there appears to be only three documents of any great significance, they are attached. The first is a letter from Charles Birchall to Ross Irwin and dated January 30, 1985, recounting our early discussions with CFS and providing some insight into the issues that were of primary concern to them. The second are the eligibility criteria that were adopted by our Board of Directors at its meeting on September 9, 1985, with one revision which I have actually made on the document that was presented to the Board. Attached to it you will find an excerpt of the minutes of this Board meeting. The third is a letter from Mr. Leach to ourselves and dated May 26, 1986, and recounting the gist of a meeting that took place earlier that day among Leach, Irwin, Birchall, Sarah and myself.

It is with Leach's letter of May 26, that we presumably are presently concerned. You will note that he asks of us three things. The first two are related and concern criterion 3 (b) of the eligibility guidelines. I am not at all clear what criticism the staff offered of our second attempt to delineate

the relationship between poverty and pollution ^{that} was presented to them in advance of our funding meeting this year, however I would argue that it substantially meets the first two requests of Mr. Leach's correspondence. While some further refinement might be necessary, if we are barking up the wrong tree that should be made very clear to us before we get lost in its upper branches. The third matter, having to do with paragraph 11 of the guidelines, I do not believe ~~that~~ we have yet addressed.

Unfortunately I wasn't at this year's funding meeting as you know Alan, and have only Michelle's memo to guide me. However, let me offer the following suggestions for a response to CFS:

1. That we provide them with a copy, if they do not already have one, of the case selection criteria that our Board did approve. From Michelle's memo I get the impression that we may have indicated that the Board did not approve these financial eligibility criteria and ^{which} ~~that~~ would have been incorrect.
2. That the eligibility criteria that our Board did approve on September 9, 1985, are the eligibility criteria that guide CELA's endeavours and not the criteria that have been promulgated as policy by CFC.
3. That CFS has expressed no criticism of these criteria but rather have simply requested by letter, dated May 26, 1986, a clarification with respect to two of the criterion delineated.
4. That we have substantially met CFS requests with respect to criterion 3 (b) of the eligibility criteria and that it is only section 11 of our criteria that yet needs further explanation.

5. That we will endeavour to delineate those matters that are pertinent to the assessment of the financial eligibility of group applicants and present same to our Board at its meeting in May of this year.

6. That we would be more than happy to meet with CFS to discuss this matter further.

Alan, would you please fly any correspondence with Mssrs. Irwin et al. by me before it goes.

Good luck.

John