

M E M O R A N D U M

To: CELA Staff
From: CELA Legal Staff
Date: May 8, 1987
Re: Salary Allocations

Legal Aid has adopted a policy of trying to bring salaries paid to legal aid lawyers (both within and outside clinics) more in line with other sectors. Presently salaries are far behind those paid lawyers in the private sector and government (we will attempt to provide you with the most recent Canadian Bar Association Survey of lawyers salaries).

The purpose of this is to attract and keep skilled and experienced lawyers in the system in order to better serve the legal aid clients.

Legal Aids policy in this regard is articulated this year in the covering letter that accompanies the proposed salary allocations. It has also been made clear in the formula Legal Aid has adopted to allocate salary funds, which is to give clinics with experienced lawyers much more money than clinics without them.

We believe that it would be unfair to bring legal salaries more in line with those paid elsewhere if this were to occur at the expense of other clinic staff. However, as the following calculations demonstrate, we are proposing a significant increase to support staff salaries as well. Ironically resources are available for those increases because of the seniority of CELA's legal staff.

It also may be of interest to note that CELA staff will have a much higher allocation this year than most other clinics (several of which are getting increases in the 4 to 10% range) because of the large increases given in our lawyers salaries pool.

If you look at how increases have been allocated this year for our clinic the lawyers salaries have increased by 29.7%, Support staff increases are in the order of 5% (see Table 1).

Table 1

Increase - 1987/88 6 x 600 (base) \$ 3,600.00

FG	1,225.00
SM	600.00
MJ	100.00
BG	700.00
LG	600.00
AS	-
	<u>6,865.00</u>

Lawyers

MS	15,125.00
TV	8,075.00
SS	7,150.00
	<u>30,350.00</u>

Stipend Increase 1500	1,500.00
	<u>31,850.00</u>

3 x 600 Base	1,800.00
	<u>33,650.00</u>

Support Staff salary pool 86/87	37,039.00
\$6,865 represents an increase of	<u>4.98%</u>

Legal salary 86/87	113,274.00
\$33,650.00 represents an increase of	29.7%

To further illustrate, had CELA hired a lawyer fresh from the Bar Admission course, the increase in our collective salary pool would have been reduced by \$23,900. This would have left us with an overall increase of \$20,440 or 7.6% rather than the 16.4% that we have been given.

Because CELA has three lawyers with considerable seniority we are in a position to provide all staff with substantial increase. Most other clinics cannot do so.

The Principle

As we indicated in our earlier memo to you, we believe that the appropriate principle to be applied in our clinic is to allocate additional funds so that CELA staff can be paid roughly the same salaries as a person of similar skills and experience would be paid elsewhere. Because secretaries are traditionally poorly paid we have proposed an additional increase in their salary category.

Our informal survey of salaries paid elsewhere indicates that the objective of bringing our clinic salaries in line with other sectors is much more of a reality for support staff than for legal staff given the allocations that we propose.

Our Present Proposal

Table 2 represents our proposal with respect to the allocation of funds and remains the same as that of our earlier memo.

Table 2

Lawyers	\$ 135,928.80	
SM	31,500.00	
KC	26,500.00	
Secretaries	24,600.00	
BG	15,200.00	
MV	10,150.00	
RL	<u>22,500.00</u>	
	290,978.80	
	290,978.00	
	<u>18,622.00</u>	benefits @ 6.4%
	309,600.00	
	2,000.00	bookkeeper
	<u>1,275.00</u>	LSUC
	312,875.00	
	<u>1,000.00</u>	RL position
	313,875.00	

Contingencies to be covered by \$4,000 anticipated revenue TV - MISA money.

While this is not a response to the various arguments that you have made in your memo of April 29, 1987, there is however one misapprehension that should be corrected. On page 2 of your memo you indicate that even at a 15% increase, CELA lawyers would receive several thousand dollars over the highest amount paid in 1986 to lawyers in legal clinics with the same number of years experience. If you will refer to Legal Aid material on salaries you will see that this is most definitely not the case. Please consider the following:

Table 3

	Present Salary	Clinics	
		High	Median
M. Swenarchuk '76	\$37,500	\$58,000	\$45,423
T. Vigod '80	39,300	42,200	35,000
S. Shrybman '81	36,500	41,102	32,875

You will note that CELA salaries are well below the highest paid lawyers working in clinics and in Michelle's case substantially below even the median of salaries paid to lawyers in clinics with the same experience.

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