

LETTER OF AGREEMENT
BETWEEN
NEW BRUNSWICK LEGAL AID SERVICES COMMISSION
AND
THE NEW BRUNSWICK LEGAL AID LAWYERS GROUP

Re: Recognition and Retention Premium

Effective December 16, 2025, an employee who:

- a) Is a member of the bargaining unit; and
- b) Has received written confirmation from the employer or has provided the employer with formal written confirmation from a recognized Canadian law society that the employee has:
 - a. Fifteen (15) years but less than twenty (20) year since their admission to the bar of a Canadian law society;
 - b. Twenty (20) years but less than twenty-five (25) years since their admission to the bar of a Canadian law society;
 - c. Twenty-five (25) years since their admission to the bar of a Canadian law society.

Shall receive one of the following adjustments to the employee's regular rate of pay as of the date at which the employee reaches that milestone:

- i. Fifteen (15) years but less than twenty (20) years – 1%
- ii. Twenty (20) years but less than twenty-five (25) years – 2%
- iii. Twenty-five (25) years – 3%

For the purpose of the calculation of years licensed or registered above, the following shall be applicable:

- a) If the employee completes articling with the Employer, the articling period shall be added to the years since admission to the bar of a Canadian law society; and
- b) Any periods of suspension shall be subtracted from the years since the admission to the bar of a Canadian law society.

For the purpose of the initial implementation of the Retention and Recognition Premium, all employees who have already attained years since admission to the bar (including articling) as set out above as of December 16, 2025, shall be entitled to the above applicable Retention and Recognition Premium effective December 16, 2025.

Dated this 12th day of June, 2026.

FOR THE INSTITUTE

FOR THE EMPLOYER

Simon Wood

Chantal Landry

Joseph Fitzpatrick

Natasha MacKay

Sumeeta Fernando

Sean O'Reilly

Melanie Cassidy

Sylvain Pelletier

Robin Corey