



June XX, 2022

Ms. Misty Matthews-Emery
President
(Via e-mail)

RE: LETTER OF COMMITMENT – Implementation of Gate Removal

Dear Ms. Matthews-Emery:

This letter is to confirm the New Brunswick Legal Aid Services Commission's commitment to those individuals who were at step 31(CPM) of the Lawyer 2 classification as of March 31, 2022. Upon the date of signing:

1. Those employees will be able to apply for the new Senior Lawyer classification immediately.
2. The employer undertakes that the applications of the employees currently at step 31 of the Lawyer 2 classification will be approved, effective the date of application. Once approved, those employees will be placed at step 3 of the Senior Lawyer classification.
3. Their 2022 anniversary date and performance review will be revised to the date of submission of Senior Lawyer Classification.
4. As a Senior Lawyer, as per schedule B, those employees will be eligible for a 2 step merit increase as well as 3 step discretionary increase for the review period of 2021-2022.
5. After the conclusion of this implementation procedure, the anniversary date of those employees would revert to the common anniversary date of April 1, 2023.

I trust you will find this satisfactory.

Yours truly,

**NEW BRUNSWICK LEGAL AID
SERVICES COMMISSION**

Pierre Castonguay, B.B.A., LL.B.
Executive Director

cc: Ms. Janice Howard, MBA, CMA, CPA, Chief Financial Officer and Director of Corporate Services
Ms. Robin Corey, IPMA-ACP, Human Resources Manager