From: Bancroft, James [mailto:jbancroft@davis.ca]
Sent: February-12-14 12:21 PM
To: Erika Deines
Cc: Paul Conway
Subject: FW: Provincial Court Mediation Program

Hello Paul and Erika;

I'm attaching a copy of an e-mail that I received from Monica Kreiner this morning. She called me toward the end of last week and we have been trading voicemail messages for a few days. I finally caught up with her this morning and we had a good chat. The main issue that she and other mediators in Grand Prairie would like to raise with the Board of ADRIA is that they do not feel that the compensation paid to mediators under the Provincial Court Mediation Program is sufficient for the work that is being done. Her e-mail sets out some research that she has done and is a good outline of the compensation levels being paid by Alberta Justice.

I indicated to her that I agreed with the general principal that she puts forward and I empathize with her and other mediators who feel that they are not being adequately compensated in the Provincial Court Mediation Program. However, (and Erika, I think that you were at a town hall meeting in Calgary with me about a year and a half ago), Sandra Schultz, who was heading up the program for Alberta Justice at that time, was very blunt in saying that there was no additional funding to increase the compensation for mediators under that program. I mentioned this to Monica and I also told her that, at least in Calgary, I have been approached by young mediators who would do anything to get into the Provincial Court Mediation Program, and would do it for free, just to get mediation experience. My understanding of the situation is that there will be no increase in funding for that program.

After Sandra Schultz got appointed to the court as a Master in Chambers, I had the impression that her position was not filled but perhaps one of you can bring me up to speed on that issue. I would appreciate your thoughts on whether it is time for further discussion of this issue with the government. My general sense is that we will not get anywhere but, that doesn't mean that we can't put it on the table for further discussion. I indicated to Monica that I would get back to her after I had made a few inquiries and I think that this is something that we may want to put in our Newsletter at some point in the not-too-distant future just to reaffirm to our members that we are working on their behalf.

Jim

From: Monica Kreiner [mailto:moniyasko@gmail.com]
Sent: February-12-2014 10:59 AM
To: Bancroft, James
Subject: Civil Mediation

Jim, thanks for the chat with me this morning. It's good to know that you understand the issue of the need to value mediators for the work that they do. I look forward to hearing about your discussion at the board level of what ADRIA can do in terms of advocating for the professional compensation of mediators with Alberta Justice and elsewhere.

I promised you some numbers and here they are. Feel free to share them.

How Alberta Justice Currently Values Mediators in the Civil Court Program

Mediators at the civil court are currently paid $75 mediation using the co-mediation model. Most mediations are half a day. That would mean $150/day.

Hypothetically, if mediators worked full time for this salary, here's how much it would be annually:

$150/day for 5 days a week for 50 weeks per year (50 allows for 2 weeks of annual vacation) = 37,500
Subtract from that 12 statutory holidays (150X12=1800) to get 35,700
Government salaries come with at least 15% benefits (usually more) so subtract 4,657 to get **31,043**

Looking at the Government of Alberta salary grid looking at bi-weekly pay for a 36 ¼ hour week available at http://www.chr.alberta.ca/Practitioners/?file=agreements/subsid1/schb-current&cf=325319 (31043 would be 1194 bi-weekly) this amount could be found in all the pay grades below 12. Looking at the current master agreement for Local 001 – Administrative and Support Services available at http://www.aupe.org/my-union/government-services/government-services-collective-agreements/ the only job description that would be paid this amount would be an entry level Administrative Support I.

Conclusion: Mediators in the Civil Court Program are being paid at the same level as entry level Administrative Support I workers with the Government of Alberta.

Mediators who work in the Government of Alberta fulltime are in a classification called Human Services Worker 5 described at (http://www.chr.alberta.ca/Practitioners/?file=class/prep/sub6/profiles/065hs03&cf=755#working). The bi-weekly salary range for these workers is between 2278 and 2944 as per the collective agreement available at http://www.aupe.org/my-union/government-services/government-services-collective-agreements/ . Add 15% benefits to this (a conservative estimate) and the salary calculates to between 131 and 169 per half day.

Conclusion: To pay mediators in the Civil Court program comparable to full-time mediators with the Government of Alberta, the honoraria should be approximately $150 per person per half day mediation.

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