

Nishnawbe-Aski Legal Services Corporation

ᐱᐱᐱᐱᐱᐱ ᐱᐱᐱᐱ ᐱᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱᐱᐱᐱ
L "PCLP" Δᐱ

July 11, 2022

Stella Kiokee-Koostachin
Community Legal Worker
C/o Nishnawbe-Aski Legal Services Corporation
Thunder Bay, ON P7E 2R6

Mailing Address:

1805 Arthur St. East
Unit 100
Thunder Bay, ON
P7E 2R6

Tel: (807) 622-1413
Fax: (807) 622-3024

Email: info@nanlegal.on.ca

Website:

[Http://www.nanlegal.on.ca](http://www.nanlegal.on.ca)



Head Office:

1388 Fort William Rd. Fort
William First Nation, ON P7J
1K7

Private and Confidential

Dear Stella:

This letter is to inform you that the additional duties assigned to you on **May 23, 2022**, are no longer required as the Community Legal Worker (CLW) in Timmins on leave, has returned to their regular duties.

Therefore, as per the letter (attached) sent to you on **May 27, 2022**, your temporary salary increase of \$52,529.93 to \$63,035.96 to support the Community Legal Worker's (Timmins) duties during their leave, will be discontinued and your salary will be re-adjusted back to **\$52,529.93**, effective **July 18, 2022**.

In addition, your added duties of covering and assisting with Moosonee Courts will also be discontinued on **July 18, 2022**.

Stella, we appreciate all your support during this temporary leave.

Sincerely,

Colette Shwetz
HR Manager

Cc: Finance Department

Nishnawbe-Aski Legal Services Corporation

ᐱᐃᓂᓄᓐ ᐱᓂᓂᓄᓐ ᐱᓂᓂᓄᓐ ᐱᓂᓂᓄᓐ ᐱᓂᓂᓄᓐ
L'PCLP'Δᐃ

May 27, 2022

Private and Confidential

Dear Stella:

We are very pleased to inform you that you have been approved for a temporary salary increase from **\$52,529.93** to **\$63,035.96** as per NALSC policy for assuming additional duties during a Community Legal Worker's (CLW) leave in Timmins. This temporary increase is effective May 23, 2022.

These additional duties will include covering and assisting with the Moosonee courts.

This increase will remain in effect as long as you perform these additional duties or until the CLW returns from leave. Once you are no longer performing the above extra duties, your annual salary will return to \$52,529.93.

Stella, we would like to thank you for your continued dedication and hard work you do in your role as Community Legal Worker and for the Organization. If you have any questions, please contact your manager to discuss.

Sincerely,



Colette Shwetz
HR Manager

Cc: Finance Department

Mailing Address:

1805 Arthur St. East
Unit 100
Thunder Bay, ON
P7E 2R6

Tel: (807) 622-1413
Fax: (807) 622-3024

Email: info@nanlegal.on.ca

Website:

[Http://www.nanlegal.on.ca](http://www.nanlegal.on.ca)



Head Office:

1388 Fort William Rd, Fort
William First Nation, ON P7J
1K7

Colette Shwetz

From: Stella Kiokee-Koostachin
Sent: March 29, 2022 1:09 PM
To: Colette Shwetz
Cc: Heather Baillie; Don Rusnak
Subject: Employment start date

Follow Up Flag: Follow up
Flag Status: Flagged

Hello Colette,

I still question about the year I started with Nan Legal. As I previously mentioned this numerous times over the years, I started my employment with Nan Legal on October 4, 2004. I was on contract for 18 months until I was given a full time position on April 1, 2006 By Mary Jean Robinson.

Previously you needed proof of the day I started and you Found a copy of the contract In which I was told this would be rectified. I am just questioning this as I have been with NALSC for almost 17 1/2 years. However when you look at the start date, it will only show I've been with NALSC for 15 1/2 years. I don't know if NALSC counts the days when someone is on contract? Reason I say this is this would affect my pay if we go on a salary grid.

Stellakk

SCANNED

Nishnawbe-Aski Legal Services Corporation

ᐱᓄᓄᓇᓂ ᐱᓄᓄ ᐱᓄᓄᓄᓂᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄ
L'fCLr.Δᓄ

Sept 13, 2021

Stella Kioke-Koostachin
C/o Nishnawbe-Aski Legal Services Corporation
Attawapiskat, ON P0L 1A0

Mailing Address:

1805 Arthur St. East
Unit 100
Thunder Bay, ON
P7E 2R6

Tel: (807) 622-1413
Fax: (807) 622-3024

Email: info@nanlegal.on.ca

Website:

[Http://www.nanlegal.on.ca](http://www.nanlegal.on.ca)



Head Office:

138-B Mission Rd, Fort William
First Nation, ON P7J 1K7

PRIVATE AND CONFIDENTIAL

Re: Salary Increase/Retro Pay

I am writing to let you know that as a permanent, full-time NALSC Legal Aid staff member, you will be receiving a 2% COLA increase retroactive to April 1, 2021, on your pay stub.

You will receive a retro pay of **\$495.19** on Payroll #19, and the following payrolls will be adjusted accordingly.

Your yearly base salary has been increased from **\$51,500** to **\$52,530**.

NALSC would like to thank you for your hard work and contribution to the Legal Aid Program, especially during the recent pandemic.

Sincerely,

Colette Shwetz
HR Manager

Nishnawbe-Aski Legal Services Corporation

ᑲᑲᑲᑲᑲ ᑲᑲᑲᑲ ᑲᑲᑲᑲᑲᑲ ᑲᑲᑲᑲᑲᑲᑲ
ᑲᑲᑲᑲᑲᑲ

December 15, 2015

Mailing Address:

86 S. Cumberland Street
Thunder Bay, Ontario
P7B 2V3

Tel: (807) 622-1413
Fax: (807) 622-3024

Email:
info@nanlegal.on.ca

Website:
www.nanlegal.on.ca



Head Office:

100 Anemki Drive,
Suite 106
Fort William First Nation
Thunder Bay, Ontario
P7J 1J4

Stella Kioke-Koostachin

Re: Salary Increase and Retro Pay – April 1, 2015 to December 11, 2015

Legal Aid Ontario has approved a 1.5% increase to those staff who are employed full time, and under the Legal Aid budget.

NALSC is pleased to inform you that you will be receiving an increase to your annual salary retroactive to April 1st, 2015. You will receive a retro pay from April 1, 2015 to November 27th, 2015 in the amount of \$440.46 on Payroll #25. In addition your pay rate will be adjusted accordingly effective November 28th, 2015.

Your base salary was increased from \$44,910.06 to \$45,583.71 per annum.

Sincerely,

Mary Bird
Area Director
Legal Aid Ontario

Nishnawbe-Aski Legal Services
 100 Anemki Drive, Suite 106
 Fort William First Nation
 Thunder Bay, ON P7J 1J4

KIOKE-KOOSTACHIN, STELLA
 BOX 152
 ATTAWAPISKAT, ON P0L 1A0

Direct Deposit Payment Advice

Period : Nov 28, 2015 to Dec 11, 2015 Payment Date : Dec 17, 2015

DD511-021

Paycode	Straight	OT 1.5	OT 2.0	Pay Rate	Current	YearToDate	Paycode	Current	YearToDate
Salary	35.00			25.0460	876.61	42,332.05	Benefits		
Bonus					400.00	400.00	FAA Ben.	52.60	2,539.96
Retro Pay					440.46	440.46	Life	20.34	508.50
					1,717.07	43,172.51	TOTAL	72.94	3,048.46

Accrual	Opening	Accrued	Released	Balance
HEREAVEMNT	-61.50			-61.50 HOURS
Over Time	20.50	1.75		22.25 Hours
OT used	7.00			7.00 Hours
Sick Time	45.50			45.50 Hours
Vac Days	3.50			3.50 Days

Deductions	Current	YearToDate
FAA	52.60	2,539.96
MISC	0.00	75.00
TOTAL	52.60	2,614.96

Government Deductions	YearToDate
CPP	81.94 . 2,121.46
EI	32.28 . 811.56
Tax	0.00 . 0.00
TOTAL	114.22 . 2,933.02

Cheque Totals	YearToDate
Wages	1,717.07 . 43,172.51
Deductions	52.60 . 2,614.96
Government	114.22 . 2,933.02
NET PAY	1,550.25 . 37,624.53

Nishnawbe-Aski Legal Services Corporation

ᐱᐱᐱᐱᐱᐱ ᐱᐱᐱᐱ ᐱᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱᐱᐱᐱᐱᐱ
L'PCLP'Δᐱ

PERSONAL AND CONFIDENTIAL

December 20, 2019

Dear Stella Kiokee-Koostachin,

We are very pleased to inform you that after re-evaluating your current annual wage in your position as Community Legal Worker at Nishnawbe-Aski Legal Services Corporation, you will be receiving an increase in your annual salary from \$48,582 to \$50,000. This will be effective December 7, 2019.

We thank you for your continued dedication and the hard work that you do for Nishnawbe-Aski Legal Services Corporation.

Sincerely,

Nishnawbe-Aski Legal Services Corporation



Danielle Wood
Area Director

Mailing Address:

1805 Arthur St. East
Unit 100
Thunder Bay, ON
P7E 2R6

Tel: (807) 622-1413
Fax: (807) 622-3024

Email: info@nanlegal.on.ca

Website:

<http://www.nanlegal.on.ca>



Head Office:

1388 Mission Rd. Fort William
First Nation, ON P7J 1K7

Nishnawbe-Aski Legal Services Corporation

ᐱᐣᓂᓄᓄ ᐱᓄᓂᓄ ᓂᐱᓄᓂᓄᓂᓄᓂᓄ ᐱᓄᓂᓄᓄᓄᓄᓄᓄ
L"FCCLP.ΔP

March 20th, 2017

Stella Kioke-Koostachin
c/o 86 S. Cumberland Street
Thunder Bay, ON, P7B 2V3

Mailing Address:

86 S. Cumberland Street
Thunder Bay, Ontario
P7B 2V3

Tel: (807) 622-1413
Fax: (807) 622-3024

Email: info@nanlegal.on.ca

Website:

[Http://www.nanlegal.on.ca](http://www.nanlegal.on.ca)



Head Office:

109 Mission Rd, Fort William
First Nation, ON P7J 1K7

Re: Salary Increase/Retro Pay for April 1, 2016 to March 31, 2017

Legal Aid Ontario has approved a 1.64% increase to those staff who are employed full time, and under the Legal Aid budget,

NALSC is pleased to inform you that you will be receiving an increase retroactive from April 1st, 2016 to March 3rd, 2017.

You will receive a retro pay of \$690.07 on Payroll #6, and the following payrolls will be adjusted accordingly.

Your base salary was increased from \$45,583.72 to \$46,331.29 per annum.

Sincerely,

Celina Reitberger,
Executive Director

Nishnawbe-Aski Legal Services
 100 Anemki Drive, Suite 106
 Fort William First Nation
 Thunder Bay, ON P7J 1J4

KIOKE-KOOSTACHIN, STELLA
 BOX 152
 ATTAWAPISKAT, ON P0L 1A0

Direct Deposit Payment Advice

Period : Nov 28, 2015 to Dec 11, 2015 Payment Date : Dec 17, 2015

DD511-021

Paycode	Straight	OT 1.5	OT 2.0	Pay Rate	Current	YearToDate
Salary	35.00			25.0460	876.61	42,332.05
Bonus					400.00	400.00
Retro Pay					440.46	440.46
					1,717.07	43,172.51

Paycode	Current	YearToDate
Benefits		
FAA Ban.	52.60	2,539.96
Life	20.34	508.50
TOTAL	72.94	3,048.46

Accrual	Opening	Accrued	Released	Balance
BEREAVEMNT	-61.50			-61.50 HOURS
Over Time	20.50	1.75		22.25 Hours
OT used	7.00			7.00 Hours
Sick Time	45.50			45.50 Hours
Vac Days	3.50			3.50 Days

Deductions	Current	YearToDate
FAA	52.60	2,539.96
MISC	0.00	75.00
TOTAL	52.60	2,614.96

Government Deductions	YearToDate
CPP	81.94 . . 2,121.46
EI	32.28 . . 811.56
Tax	0.00 . . 0.00
TOTAL	114.22 . . 2,933.02

Cheque Totals	YearToDate
Wages	1,717.07 . . 43,172.51
Deductions	52.60 . . 2,614.96
Government	114.22 . . 2,933.02
NET PAY	1,550.25 . . 37,624.53

Nishnawbe-Aski Legal Services Corporation

ᐱᐱᐱᐱᐱᐱ ᐱᐱᐱᐱ ᐱᐱᐱᐱᐱᐱ ᐱᐱᐱᐱᐱᐱᐱᐱ
L *PCLP *A P

November 3, 2020

Stella Kioke-Koostachin
C/o Nishnawbe-Aski Legal Services Corporation
Attawapiskat, ON P0L 1A0

Mailing Address:

1805 Arthur St. East
Unit 100
Thunder Bay, ON
P7E 2R6

Tel: (807) 622-1413
Fax: (807) 622-3024

Email: info@nanlegal.on.ca

Website:
[Http://www.nanlegal.on.ca](http://www.nanlegal.on.ca)

PRIVATE AND CONFIDENTIAL

Re: Salary Increase/Retro Pay


I am writing to let you know that as a permanent, full-time NALSC Legal Aid staff member, you will be receiving a 3% COLA increase retroactively for 14 periods on your pay stub.

You will receive a retro pay of **\$807.69** on Payroll #22, and the following payrolls will be adjusted accordingly.

Your base salary was increased from **\$49,999.95** to **\$51,499.95** per annum.

NALSC would like to thank each and every one of you for your contributions over the years and especially during this pandemic period.

Sincerely,



Colette Shwetz
HR Manager



Head Office:

138-B Mission Rd, Fort William
First Nation, ON P7J 1K7