

# Nishnawbe-Aski Legal Services Corporation

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L "rCLR.Δ³

November 3, 2020

Heather Baillie  
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](mailto: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 **\$1,130.77** on Payroll #22, and the following payrolls will be adjusted accordingly.

Your base salary was increased from **\$69,999.93** to **\$72,099.93** 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

**Nishnawbe-Aski Legal Services**  
Corporation

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**PERSONAL AND CONFIDENTIAL**

December 20, 2019

Dear Heather Baillie,

We are very pleased to inform you that after re-evaluating your current annual wage in your position as Legal Aid Coordinator at Nishnawbe-Aski Legal Services Corporation, you will be receiving an increase in your annual salary from \$62,034 to \$70,000. 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  
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P7E 2R6

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**Head Office:**

1388 Mission Rd, Fort William  
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# Nishnawbe-Aski Legal Services Corporation

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May 1, 2018

Heather Baillie  
c/o 86 S.Cumberland Street  
Thunder Bay, ON, P7B 2V3

**Mailing Address:**

86 S. Cumberland Street  
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**Head Office:**

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

**Re: Salary Increase/Retro Pay for April 1, 2017 to April 13, 2018**

Legal Aid Ontario has approved a 2.10% 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 1, 2017 to April 13, 2018.

You will receive a retro pay of \$1,290.16 on Payroll #9, and the following payrolls will be adjusted accordingly.

Your base salary was increased from \$59,161.00 to \$60,403.38 per annum.

Sincerely,

Mary Bird,  
Area Director

# Nishnawbe-Aski Legal Services Corporation

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L "rCLr.Δᐃ

March 20<sup>th</sup>, 2017

Heather Baillie  
c/o 86 S.Cumberland Street  
Thunder Bay, ON, P7B 2V3

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

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**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 1<sup>st</sup>, 2016 to March 3<sup>rd</sup>, 2017.

You will receive a retro pay of \$881.15 on Payroll #6, and the following payrolls will be adjusted accordingly.

Your base salary was increased from \$58,205.95 to \$59,160.53 per annum.

Sincerely,

  
Celina Reitberger,  
Executive Director

December 15, 2015

**Mailing Address:**

86 S. Cumberland Street  
Thunder Bay, Ontario  
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Heather Baillie


**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 1<sup>st</sup>, 2015. You will receive a retro pay from April 1, 2015 to November 27<sup>th</sup>, 2015 in the amount of \$562.43 on Payroll #25. In addition your pay rate will be adjusted accordingly effective November 28<sup>th</sup>, 2015.

Your base salary was increased from \$57,345.86 to \$58,206.05 per annum.

Sincerely,



Mary Bird  
Area Director  
Legal Aid Ontario



**Head Office:**

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

2005

# Nishnawbe-Aski Legal Services Corporation

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December 5, 2005

Heather Baillie  
LAO Co-ordinator

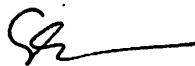
Re: Salary Increase

Legal Aid Ontario has approved a 2% cost of living 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 to April 1, 2005. You will receive most of the increase on payroll #25, and the following payrolls will be adjusted accordingly. Your base salary has been increased from \$ 48,960.00 to \$ 49,939.28 per annum.

For those of you registered in the flexible accumulated annuity plan, there will be an adjustment as well.

Sincerely



Evelyn J. Baxter  
Executive Director

Cc: personnel file

**Mailing Address:**

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**Head Office:**

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75 Helen Street  
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Via Gogama, Ontario  
POM 1W0

# Nishnawbe-Aski Legal Services Corporation

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December 12, 2001

**Head Office:**

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Site 6, Box 23,  
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Fort William  
Indian Reserve  
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P7C 4Z2

E-mail: [nalsaski@baynet.net](mailto:nalsaski@baynet.net)  
Website:  
<http://www.nanlegal.on.ca>



Heather Baillie  
LAO Assessment Officer

Re: Salary Increase

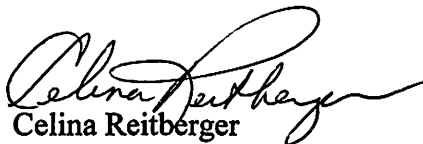
Legal Aid Ontario has approved increases to those staff who are employed full time and have had an evaluation with a good review.

NALSC is pleased to inform you that you will be receiving a yearly increase of \$1,705.50 retroactive to April 1, 2001. You will receive most of the increase on payroll #26, and the following payrolls will be adjusted to \$1,523.26 bi-weekly. Your base salary has been increased from \$37,900.00 to \$39,605.50 per annum.

For those of you registered in the flexible accumulated annuity plan, there will be an adjustment as well.

Again, congratulations.

Yours truly,

  
Celina Reitberger  
Acting AD/ED



**Personal and Confidential**

October 15, 2013

Heather Baillie  
c/o Nishnawbe-Aski Legal Services Corporation  
86 S. Cumberland Street  
Thunder Bay, ON P7B 2V3

Dear Heather:

**RE: Employment with NALSC**

This letter is to confirm your employment and the current status of your personnel file with NALSC. Your current job description is attached and will be placed in your file.

You were hired on October 4, 1993, and are currently the Legal Aid Coordinator under Legal Aid Ontario. Your current salary \$ 56,547.40 is per year.

You are entitled to paid vacation days in the amount of 6 weeks per year.

According to your personnel file, your last evaluation was done September 26, 2012. You will be evaluated as soon as possible.

We trust that this is satisfactory.

Sincerely,

  
Celina Reitberger  
Executive Director

*cc. Personnel File*

**Mailing Address:**

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**Head Office:**

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**Nishnawbe-Aski Legal Services**  
Corporation

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2004

**Personal and Confidential**

April 1, 2004

Heather Baillie  
c/o Nishnawbe Aski Legal Services Corporation  
86 S. Cumberland Street  
Thunder Bay, ON P7B 2V3

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**Head Office:**

Mattagami First Nation  
75 Helen Street  
P.O. Box 99  
Via Gogama, Ontario  
P0M 1W0

Dear Heather:

**RE: Employment with NALSC**

This letter is to confirm your employment and the current status of your personnel file with NALSC. Your current job description is attached hereto and will be placed in your file.

You were hired on October 4, 1993, and are currently the Legal Aid Coordinator under Legal Aid Ontario. Your current salary is \$48,000.00 per year.

As an employee, you are entitled to paid vacation days of 6 weeks per year.

According to your personnel file, your last evaluation was done August 17, 2001. Therefore, you are overdue for a formal evaluation. Once the new evaluation forms are finalized, you will be evaluated as soon as possible.

We trust that this is satisfactory.

Sincerely,

Evelyn J. Baxter  
Executive Director

Encl.

c.c. Personnel File  
Mary Jean Robinson, Area Director