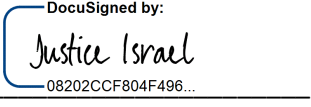
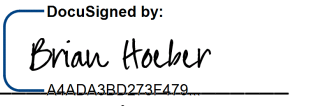


TENTATIVE AGREEMENT

On August 22, 2022, the State Bar and SEIU Local 1000 reached a tentative agreement on the proposal below. Per the Ground Rules, all tentative agreements are subject to an overall agreement and an overall agreement is subject to approval by the Board of Trustees and the membership of the Union.

Tentative Agreement:

For the State Bar:	 Justice Israel	Date: <u>8/22/2022</u>
For the Union:	 Brian Hoeber	Date: <u>8/22/2022</u>

August 22, 2022
State Bar #2
Section 2, Definitions

Key:
bold, double underline = new language *italics* = moved existing language
~~struck out~~ = removed language ~~struck out, italics~~ = existing language prior section

SECTION 2. DEFINITIONS

- A. Except as otherwise specifically provided herein, the terms used in this Memorandum of Understanding shall be defined in the same way as such terms are defined in the Employer- Employee Relations Rules.
- B. The term "Employee" shall mean a regular full-time or regular part-time employee of the State Bar who is not a Management Employee. Confidential Employees shall not be "Employees" under this Memorandum of Understanding for the period they are designated as Confidential Employees.
- C. The term "domestic partner" when used in this Memorandum of Understanding shall mean a person assuming the role of spouse to an Employee and does not require satisfaction of California's statutory domestic partner registration standards.

D. The term "CalPERS" when used in this Memorandum of Understanding shall mean the California Public Employees' Retirement System.

E. The term "Chief Administrative Officer" when used in this Memorandum of Understanding shall mean the Management Employee in the role of Chief of the Administrative Division of the State Bar as shown on the State Bar organizational chart.

F. The term "Office Director" when used in this Memorandum of Understanding shall mean the Management Employee in the highest-ranking management position in their office who is responsible for managing and directing the workforce and operations of their office.