


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 #6

Section 23 – Subsidy for Certain Job Related Licenses and Certifications (GU Only)

Time:

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

SECTION 23. SUBSIDY FOR CERTAIN JOB RELATED LICENSES AND CERTIFICATIONS

The State Bar will provide a maximum annual subsidy of \$250 for the following licenses and certifications:

- License to practice law, from the State Bar of California;
- Private Investigator (PI) License from the California Bureau of Security and Investigative Services;
- Clinical Social Worker License (LCSW) from the California Board of Behavioral Sciences;
- Certified Fraud Examiner (CFE) Certification from the Association of Certified Fraud Examiners.

Employees wishing to receive all or some of this annual subsidy must provide to the Office of Human Resources proof they hold one of the licenses or certifications listed above, an invoice of the annual fee they are assessed to hold the license or certificate, proof of payment of the annual fee, as well as a brief statement of how the license or certification is useful for their job position. Upon approval, Employees will be reimbursed, up to a total of \$250 per calendar year, per Employee, for the annual fees or dues associated with holding one of the above-listed licenses or certifications. Employees may request reimbursement of one or more of the above-listed licenses or certifications, but in no event will the State Bar subsidy exceed \$250 per Employee, per year. ~~This shall apply for payments made for licenses and certifications in effect in 2020 or later.~~