

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: 8/22/2022

For the Union: _____
 Brian Hoerber
 Date: 8/22/2022

August 22, 2022
 State Bar #9
 Section 38 - Retirement
 Time:

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

SECTION 38. RETIREMENT

- A. The State Bar shall pay to CalPERS the full amount of the State Bar Employer contribution for each Employee who is or becomes a member of CalPERS pension system.
- B. ~~Effective with the payday completing the first full payroll period in January 2014,~~ **For** each Employee who is or becomes a member of CalPERS pension system, the Employee contribution to CalPERS shall be deducted from the Employee's salary and paid to CalPERS on behalf of the Employee.
- C. Unit Employees shall be entitled to participate in an Internal Revenue Code (IRC)

Section 457B deferred compensation plan.

D. The State Bar shall provide to those bargaining unit retirees deemed eligible by CalPERS the statutory minimum retiree medical benefit required under Public Employees Medical & Hospital Care Act (“PEMHCA”). All eligibility decisions are to be made by CalPERS. Generally, CalPERS requires that retirees be drawing a retirement warrant and have worked for a contracting agency for at least five years to be eligible for PEMHCA minimum retiree medical benefit.

E. In addition to the PEMHCA minimum retirement benefit described above, the State Bar shall provide to Employees who are members of CalPERS and who retire under CalPERS as State Bar Employees a retiree health benefit on the terms described in the State Bar of California Post-Retirement Welfare Benefits Plan (the “Plan”). The Plan presently provides eligible retirees with a comparable percentage contribution to the purchase of health insurance and vision benefits as the State Bar provides to its then active, regular, full-time Employees. Under the Plan, Employees must meet the following criteria in order to be eligible for the State Bar’s contribution toward retiree health and vision benefits:

1. Employees must retire from employment by the State Bar on or after January 1, 2020;
2. Employees must be eligible to receive medical/hospital coverage from CalPERS at the time of their retirement from employment with the State Bar;
3. Employees must, at the time of their retirement from the State Bar, have earned at least 15 years of service credit from any state or public agency whose retirement benefits are administered by CalPERS, excluding any purchased service credit, as determined solely by CalPERS;
4. Employees must also elect to receive CalPERS retirement benefits within one hundred twenty (120) days of retirement from State Bar employment.