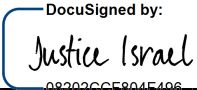


TENTATIVE AGREEMENT

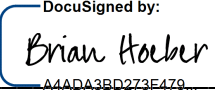
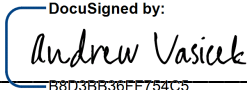
On September 19, 2022, the State Bar and SEIU Local 1000 reached a tentative agreement on the proposal below. Per the Ground Rules, all tentative agreements are subject to an overall agreement and an overall agreement is subject to approval by the Board of Trustees and the membership of the Union.

Tentative Agreement:

For the State Bar:

<small>DocuSigned by:</small>  <small>08202CCF804F496...</small>	9/19/2022
_____ Justice Israel	_____ Date

For the Union:

<small>DocuSigned by:</small>  <small>A4ADA3BD273E479...</small>	9/20/2022
_____ Brian Hoerber	_____ Date
<small>DocuSigned by:</small>  <small>B8D3BB36FF754C5...</small>	9/20/2022
_____ Andrew Vasicek	_____ Date

September 15, 2022
SB Counter 2 to Union #10
Section 19. Hours of Employment (AU)
Time:

- B.** Except to the extent otherwise provided in Subsection C of this Section and in Section 20, Subsection C, an Employee in the Attorney Unit shall work a minimum of eight (8) hours per day, Monday through Friday, between the hours of 7:00 ~~6:00~~ a.m. and 7:00 ~~8:00~~ p.m. Notwithstanding that hours of work for Employees shall be from 7:00 ~~6:00~~ a.m. to 7:00 ~~8:00~~ p.m., all Attorney Unit Employees shall be required, as deemed necessary by the State Bar, to perform work during hours designated by the State Bar. **Exceptions to an Employee's normal working hours may be made by the Employee's Immediate Supervisor in consultation with the Office Director in consultation with the Employee's immediate supervisor and the Office of Human Resources. Requests for exceptions to an Employee's normal working hours shall not be unreasonably denied.**