

TENTATIVE AGREEMENT

On December 7, 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:

<p>DocuSigned by: <i>Justice Israel</i> 08202CCF804F496...</p> <hr/>	<p>12/9/2022</p> <hr/>
Justice Israel	Date

For the Union:

<p>DocuSigned by: <i>Brian Hoerber</i> A4ADA3BD273E479...</p> <hr/>	<p>12/9/2022</p> <hr/>
Brian Hoerber	Date
<p>DocuSigned by: <i>Andrew Vasicek</i> B8D3BB36FE754C5...</p> <hr/>	<p>12/9/2022</p> <hr/>
Andrew Vasicek	Date

Union #4 Redline
Section 22. Wages and Classification (AU)

D. Employees shall receive the following salary adjustments:

1. On January 1, 2023, all salary range minimums and maximums for State Bar job classifications shall be adjusted upward by 5%. All salary ranges adjusted by this 5%, as well as any special salary adjustments provided for below/elsewhere, are reflected in Appendix B.1. Beginning January 1, 2023, all Employees shall receive 5% salary increases, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range. Employees whose salaries exceed the maximum of the adjusted range shall receive a lump sum payment equivalent to 2.5% of their annual salary during January 2023.

2. On January 1, 2024, all salary range minimums and maximums for State Bar job classifications shall be adjusted upward by 2.5%. All salary ranges adjusted by this 2.5%, as well as any special salary adjustments provided for below/elsewhere, are reflected in Appendix B-2. Beginning January 1, 2024, all Employees shall receive 2.5% salary increases, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range.

3. On January 1, 2025, all salary range minimums and maximums for State Bar job classifications shall be adjusted upward by 2.5%. All salary ranges adjusted by this 2.5%, as well as any special salary adjustments provided for below/elsewhere, are reflected in Appendix B-3. Beginning January 1, 2025, all Employees shall receive 2.5% salary increases, except that no Employee may receive a salary increase that exceeds the maximum of their adjusted salary range.

4. The State Bar will grant Employees regular merit salary increases for satisfactory performance. To effectuate this, effective on Employee anniversary dates in 2023, 2024, and 2025, and assuming a "Meets Requirements" or better overall performance rating on annual performance evaluations, Employees shall be granted a 5% increase to their salaries, except that any such increase shall be capped if it would cause the Employee's salary to exceed the maximum of their job classification's salary range.

E. In addition to the salary adjustments referenced in Section D, on January 1, 2023, the following classification and salary adjustments shall be made:

1. The State Bar shall create a new Attorney I classification. The salary range for the Attorney I classification will be 10% lower than the Attorney II classification. Attorney I hired on or after January 1, 2023, shall promote automatically to Attorney IIs after two years of practicing law and completing one year of service at the State Bar.
2. The State Bar shall create a new Attorney II classification. All incumbents in Attorney positions shall be converted to Attorney II positions, regardless of whether they otherwise meet the minimum requirements, and will receive a 2.5% salary increase on January 1, 2023. On January 1, 2023, the salary range minimum and maximum for Attorneys shall be adjusted upward by 2.5%, in addition to the adjustment provided for in Section 22(D). The salary range for the Attorney II classification will be equivalent to the salary range for the former Attorney classification, as adjusted pursuant to this section and Section 22(D). The minimum qualifications for the Attorney II classification shall include two years practicing law.
3. The State Bar shall create a new Attorney III classification. All incumbents in Senior Attorney positions will be converted to Attorney III positions and will receive a 5% salary increase on January 1, 2023. On January 1, 2023, the salary range minimum and maximum for Senior Attorneys shall be adjusted upward by 5%, in addition to the adjustment provided for in Section 22(D). The salary range for the Attorney III classification will be equivalent to the salary range for the former Senior Attorney

classification, as adjusted pursuant to this Section and Section 22(D). The minimum qualifications for the Attorney III classification shall include four years practicing law.

4. The State Bar shall create a new Attorney IV classification. The salary range for the Attorney IV classification will be 10% higher than the Attorney III classification. The minimum requirements for the Attorney IV classification shall include five years practicing law. New Attorney IV positions will be posted in accordance with Section 13(B). In 2023, the State Bar will fill a minimum of 10 Attorney IV positions through promotion or transfer.
5. The State Bar shall create a new Attorney V classification. The salary range for the Attorney V classification will be 10% higher than the Attorney IV classification. The minimum requirements for the Attorney V classification shall include six years practicing law. New Attorney V positions will be posted in accordance with Section 13(B). In 2023, the State Bar will fill a minimum of four Attorney V positions through promotion or transfer.
6. On January 1, 2023, incumbents in Supervising Attorney positions shall receive a 5% salary increase. The salary range and minimum requirements for the Supervising Attorney classification will be equivalent to the Attorney V classification.
7. The use of the Attorney and Senior Attorney classifications will be discontinued.