

STATE BAR OF CALIFORNIA LETTER OF UNDERSTANDING
LONG-TERM CASUAL APPOINTMENT FOR PROCTORS PROJECT

It is AGREED AND ACCEPTED between the State Bar of California (State Bar) and Service Employees International Union, Local 1000 (the Union) to enter into the following Letter of Understanding with respect to casual employees as defined in the General Unit Memorandum of Understanding (MOU). This Letter of Understanding sets forth the agreed upon terms related to the employment of a long-term casual employee within the Office of Admissions.

Following “meet and confer” sessions, the following agreements have been reached between the State Bar and the Union:

1. The State Bar will be permitted to hire one Program Analyst as a long-term casual employee for a duration not to exceed two years. The long-term casual Program Analyst will be responsible for managing all recruiting efforts for proctors for upcoming Bar Examinations; coordinating assignments and work locations of the proctors; providing general information to proctors regarding their assignments; answering questions from proctors regarding their assignments; and conducting community, organization, and agency outreach to increase proctor pool.
2. Upon appointment, the long-term casual Program Analyst will be entitled to the following benefits in accordance with the General Unit MOU:
 - a. Health, dental, vision, life and accidental death & dismemberment coverage;
 - b. Eligibility for voluntary benefit plans and the voluntary 457b retirement savings plan;
 - c. Vacation, sick, personal, holiday, jury duty, and bereavement leaves; and
 - d. License and certification reimbursements.
3. The long-term casual Program Analyst will not be eligible for or receive:
 - a. Annual merit salary increases;
 - b. Performance evaluations;
 - c. Seniority;
 - d. Remote work or transit subsidies; or
 - e. Paid Child Bonding Leave.
4. The incumbent in the long-term casual appointment will be terminable at will by the State Bar. Terminations of casual employees shall not be subject to the grievance process.

IT IS SO AGREED:

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1000

DocuSigned by:
Brian Hoerber
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By: _____

Date: 10/21/2022

Brian Hoerber
Staff Attorney

DocuSigned by:
Andrew Vasicek
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By: _____

Date: 10/21/2022

Andrew Vasicek
State Bar Bargaining Unit Chair

THE STATE BAR OF CALIFORNIA

DocuSigned by:
Steve Mazer
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By: _____

Date: 10/21/2022

Steve Mazer
Chief Administrative Officer