

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: _____
 DocuSigned by:
Justice Israel
08202CCE804E496
 Justice Israel
 Date: 8/22/2022

For the Union: _____
 DocuSigned by:
Brian Hoerber
A4ADA3BD273F479...
 Brian Hoerber
 Date: 8/22/2022

August 22, 2022
 State Bar #10
 Section 39 - Employer-Employee Relations Committee
 Time:

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

SECTION 39. EMPLOYER-EMPLOYEE RELATIONS COMMITTEE

A. The Union and the State Bar shall ~~reconstitute~~ **have** a joint Employer-Employee Relations Committee composed of seven (7) members. The State Bar shall appoint three (3) members, one of whom shall be the State Bar’s Chief Administrative Officer or designee. The Union shall appoint two (2) members from Northern California and two (2) members from Southern California. The Union Business Agent(s) shall also be permitted to attend.

B. The Committee shall be jointly chaired by Union and management designees and shall meet on a quarterly basis. The Committee is understood to be an advisory Committee and none of its discussions are binding on either party. The Committee shall discuss issues of mutual interest to the State Bar, Employees and the Union, excluding issues relating to pending grievances and including such things as:

~~1. Issues related to exempt status, including but not limited to the requirement that exempt Employees complete timesheets;~~

~~2. The distinction between the Attorney job classification and the Senior Attorney job classification;~~

1. Equal Employment Opportunity and other means of promoting and enhancing employment opportunities and opportunities for upward mobility at the State Bar;
2. Health and safety issues;
3. Other matters of mutual concern, including ways to improve communication, seek out issues on which the parties may act cooperatively, and seek to deal pro-actively with areas of potential conflict.

C. The Committee established by this Section shall not constitute a labor/management safety and health committee as provided under Title 8, Chapter 4 Section 3203 of the California Administrative Code.

D. Because the Committee is advisory in nature, nothing contained in this Section shall be subject to the grievance procedure.