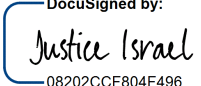
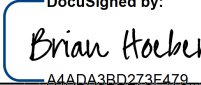


TENTATIVE AGREEMENT

On August 23, 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: Justice Israel 08202CCF804F496</small>	Date: <u>8/23/2022</u>
	_____ Justice Israel	
For the Union:	 <small>DocuSigned by: Brian Hoerber A4ADA3BD273E479</small>	Date: <u>8/23/2022</u>
	_____ Brian Hoerber	

August 23, 2022
Union Counter to State Bar #1
Section 1, Preamble
Time:

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

SECTION 1. PREAMBLE

A. The State Bar’s business is ~~service to~~ **protect** the public and ~~to the~~ **support** the legal profession. The State Bar’s ability to meet this goal depends upon each of us taking personal and professional responsibility for providing high quality service. The changing demands upon the legal system and upon the State Bar make it imperative that Employees and Management join forces to assure high quality services, which meet the needs of the public and the profession. Accordingly, Employees and the State Bar jointly undertake a commitment to provide high quality service ~~to the members of the legal profession and the public~~ in a prompt, courteous, and efficient manner thereby furthering the Mission of the State Bar, which states:

The Mission of the State Bar:

The State Bar of California's mission is to protect the public and includes the primary functions of licensing, regulation, and discipline of attorneys; the advancement of the ethical and competent practice of law; and support of efforts for greater access to, and inclusion in, the legal system.

The Goals of the State Bar:

~~Successfully transition to the "new State Bar" — an agency focused on public protection, regulating the legal profession, and promoting access to justice.~~

~~Ensure a timely, fair, and appropriately resourced admissions, discipline, and regulatory system for the more than 250,000 lawyers licensed in California.~~

~~Improve the fiscal and operational management of the State Bar, emphasizing integrity, transparency, accountability, and excellence.~~

~~Support access to justice for all California residents and improvements to the state's justice system.~~

~~Proactively inform and educate all stakeholders, but particularly the public, about the State Bar's responsibilities, initiatives and resources.~~

1. Protect the Public by Strengthening the Attorney Discipline System: Administer an attorney discipline system that is efficient, accountable, and transparent.

2. Protect the Public by Enhancing Access to and Inclusion in the Legal System: Increase access to the legal system through public outreach and education, improved access to legal advice and services, and a legal profession that reflects the diversity of California's communities.

3. Protect the Public by Regulating the Legal Profession: Promote the ethical and

competent practice of law and prevent misconduct by providing education, resources, and support for the legal profession.

4. Protect the Public by Engaging Partners: Engage partners and stakeholders to enhance public protection and restore the State Bar's credibility, reputation, and impact.

B. This Memorandum of Understanding is made and entered into pursuant to The State Bar of California's Rules and Regulations for the Administration of Employer-Employee Relations (hereinafter referred to as "Employer-Employee Relations Rules") and is effective upon adoption by the Board of Trustees, by and between THE STATE BAR OF CALIFORNIA (hereinafter referred to as the "State Bar") and SERVICE EMPLOYEES INTERNATIONAL UNION, Local 1000, (hereinafter referred to as the "Union").