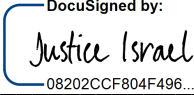
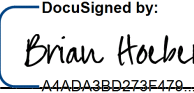


TENTATIVE AGREEMENT

On August 24, 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>08202CCF804F496...</small> | Date: <u>8/24/2022</u> |
| | _____ Justice Israel | |
| For the Union: |  <small>A4ADA3BD273E470...</small> | Date: <u>8/24/2022</u> |
| | _____ Brian Hoerber | |

August 23, 2022
Union #1
Section 24. Working Conditions (AU)
Time:

E. Dress Code. The Union and the State Bar agree that dress worn to work shall not be indecent or unsafe and shall present a professional image consistent with Employees’ work assignments.

1. At all times, Employees shall not wear to work any of the following: dress that reveals undergarments or is otherwise objectionable to the reasonable observer; flimsy shoes such as rubber flip flops, sneakers or tennis shoes, or other foot wear that creates safety risks; sweat clothes or gym wear, including sneakers or tennis shoes; overalls or utility pants designed for outdoor labor; or clothing that is soiled or has holes or rips. The prohibition on gym wear shall not apply for the period Employees are coming to or leaving a work station. Upon a first violation of these standards, Employees shall receive ~~an oral counseling~~ **verbal counseling** and may also be required to return home to change clothing with no loss of compensation. Subsequent to a first ~~oral counseling~~ **verbal counseling**, violations may result in progressive discipline under Section 16 [Discipline].

2. Beyond the above, Employee dress shall present a professional image consistent with the Employee’s work assignments. The State Bar’s standard professional image is business casual dress (which excludes jeans, T-shirts and tennis shoes). The State Bar’s professional image for court and other professional appearances is formal business attire, such as a dress suit or a suit and tie. Employee dress is a component of the Annual Performance Evaluation rating category ~~“Professionalism/Presentation~~ **Judgment**” and is subject to evaluation

consistent with the Employee annual performance evaluation process governed by Section 10 [Evaluations].