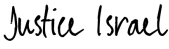


TENTATIVE AGREEMENT



On September 9, 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:</small>  <small>00202CGF804F496...</small> | 9/9/2022 |
| _____ Justice Israel | _____ Date |

For the Union:

| | |
|---|---------------|
| <small>DocuSigned by:</small>  <small>A4ADA3BD273F479...</small> | 9/10/2022 |
| _____ Brian Hoerber | _____ Date |
| <small>DocuSigned by:</small>  <small>B8D3BB36FF754C5...</small> | 9/12/2022 |
| _____ Andrew Vasicek | _____ Date |

September 8, 2022
Union #15
Section 28. Bereavement Leave (Both MOUs)
Time:

In the event of a death in the immediate family (i.e., spouse, including domestic partner; child, including foster, step or adopted; parent; brother; sister; father-in-law, including father of domestic partner; mother-in-law, including mother of domestic partner; grandparent; grandchild; aunt; uncle; niece; or nephew), Employees shall be entitled to bereavement leave of five (5) days with pay to attend a funeral. Such leave shall not be charged to vacation, paid personal leave or paid sick leave.