

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> <i>Justice Israel</i> <small>08202CCE804E496...</small>	9/10/2022
Justice Israel	Date

For the Union:

<small>DocuSigned by:</small> <i>Brian Hoerber</i> <small>A4ADA3BD273E479...</small>	9/10/2022
Brian Hoerber	Date
<small>DocuSigned by:</small> <i>Andrew Vasicek</i> <small>B8D3BB36FF754C6...</small>	9/12/2022
Andrew Vasicek	Date

September 9, 2022
Union Counter 2 to Union #2
Section 11. Personnel Files (Both MOUs)
Time:

C. Material not in such personnel file or referred to in such personnel file may not be used to determine that Employee’s qualifications for promotion or termination or other disciplinary action unless that Employee is first permitted a reasonable opportunity to inspect such material and a reasonable opportunity to respond. Written warnings shall be given consideration in making personnel decisions. Memorializations of verbal counseling shall not be inserted into personnel files and may not be used as a basis for future progressive discipline where there has been no further misconduct for a period of two years. Written warnings shall be removed from

the personnel file and may not be used as a basis for future progressive discipline where there has been no further misconduct for a period of three ~~two~~ years.

E. The State Bar will provide notice, via email, to any Employee whenever any document is placed in or removed from that Employee's personnel file which either (1) has not previously been provided to the Employee or (2) the Employee has not previously signed.