

### TENTATIVE AGREEMENT


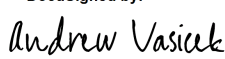
On September 19, 2022, the State Bar and SEIU Local 1000 reached a tentative agreement on the proposal below. Per the Ground Rules, all tentative agreements are subject to an overall agreement and an overall agreement is subject to approval by the Board of Trustees and the membership of the Union.

#### Tentative Agreement:

For the State Bar:

<small>DocuSigned by:</small>  <small>08202CCE804E496...</small>	9/19/2022
_____ Justice Israel	_____ Date

For the Union:

<small>DocuSigned by:</small>  <small>44ADA3BD273E479...</small>	9/20/2022
_____ Brian Hoerber	_____ Date
<small>DocuSigned by:</small>  <small>B8D3BB36FF754C5...</small>	9/20/2022
_____ Andrew Vasicek	_____ Date

September 15, 2022  
State Bar Counter 2 to Union #11  
Section 19. Hours of Employment (GU)  
Time:

- A. The normal working hours for the offices of the State Bar shall extend from 7:00 ~~6:00~~ a.m. until 7:00 ~~8:00~~ p.m. Exceptions to an Employee's normal working hours may be made by the Employee's Office Director ~~Immediate Supervisor~~ in consultation with the Office Director ~~Employee's immediate supervisor~~ and the Office of Human Resources. Requests for exceptions to an Employee's normal working hours shall not be unreasonably denied.