

TENTATIVE AGREEMENT

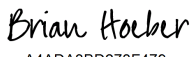

On September 19, 2022, the State Bar and SEIU Local 1000 reached a tentative agreement on the proposal below. Per the Ground Rules, all tentative agreements are subject to an overall agreement and an overall agreement is subject to approval by the Board of Trustees and the membership of the Union.

Tentative Agreement:

For the State Bar:

<small>DocuSigned by:</small>  <small>08202CCF804F496...</small>	9/19/2022
Justice Israel	Date

For the Union:

<small>DocuSigned by:</small>  <small>A4ADA3DD273F479...</small>	9/20/2022
Brian Hoerber	Date
<small>DocuSigned by:</small>  <small>B8B3BB30FF754C5...</small>	9/20/2022
Andrew Vasicek	Date

September 15, 2022
State Bar Counter to Union #8
Section 8. No Discrimination (Both MOUs)
Time:

B. The Union and the State Bar recognize that reasonable accommodation of qualified Employees and applicants with disabilities is, where necessary, mandated by the Americans With Disabilities Act (ADA) **and the Fair Employment and Housing Act (FEHA). The State Bar will abide by the ADA and FEHA as well as any relevant EEOC guidance, in responding to reasonable accommodation requests.** Where reasonable accommodation under the ADA conflicts with this Memorandum of Understanding, then the reasonable accommodation will control. **When a bargaining unit employee requests a reasonable accommodation, or the State Bar believes an employee may need a reasonable accommodation, the Bar will notify the employee in writing that the employee has a Employees who request reasonable accommodations from the State Bar have the right to Union representation in the interactive reasonable accommodation process, should the employee request it.**