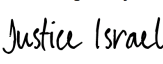


TENTATIVE AGREEMENT


On December 7, 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>00202GCF004F496...</small>	12/9/2022
_____	_____
Justice Israel	Date

For the Union:

<small>DocuSigned by:</small>  <small>A4ADA3BD273F479...</small>	12/9/2022
_____	_____
Brian Hoerber	Date

<small>DocuSigned by:</small>  <small>B8D3BB30FF754C5...</small>	12/9/2022
_____	_____
Andrew Vasicek	Date

September 8, 2022
Union #3
Section 42. Term of Memorandum of Understanding (AU)
Section 43. Term of Memorandum of Understanding (GU)
Time:

This Memorandum of Understanding shall be effective ~~April 17, 2020~~ January 1, 2023, or the date both parties have ratified the agreement, whichever comes later, and shall remain in full force and effect through December 31, ~~2022~~ 2025, and continue from year to year thereafter, unless either the Union or the State Bar serves notice upon the other to amend or modify said Memorandum of Understanding on or before the fifteenth day of March ~~2022~~ 2025.