

STATE BAR OF CALIFORNIA LETTER OF UNDERSTANDING REGARDING BEREAVEMENT LEAVE

It is AGREED AND ACCEPTED between the State Bar of California (State Bar) and the Service Employees International Union, Local 1000 (the Union) to enter into the following Letter of Understanding regarding Employees' use of Bereavement Leave.

Following a "meet and confer" session, the State Bar and the Union have agreed to modify *Section 28 – Bereavement Leave* of the General Unit and Attorney Unit Memoranda of Understanding as follows:

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), **full-time** Employees shall be entitled to bereavement leave of ~~five (5) days~~ **up to 40 hours** with pay. **Part-time Employees shall be entitled to bereavement leave at a prorated rate calculated based on the hours of the Employee's scheduled part-time time base.** Such leave shall not be charged to vacation, paid personal leave or paid sick leave.

IT IS SO AGREED:

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1000

By: DocuSigned by:
Brian Hoeber
43AD38B273F479
Brian Hoeber, Staff Attorney
SEIU Local 1000

Date: 5/23/2023

By: DocuSigned by:
Andrew Vasicek
361C5AD1444A448
Andrew Vasicek, Bargaining Chair
SEIU Local 1000

Date: 5/23/2023

THE STATE BAR OF CALIFORNIA

By: DocuSigned by:
Steve Mazer
131738E2D17540A
Steve Mazer
Chief Administrative Officer

Date: 5/23/2023