

TENTATIVE AGREEMENT

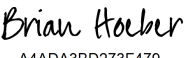
On November 28, 2022, the State Bar and SEIU Local 1000 reached a tentative agreement on the proposal below. Per the Ground Rules, all tentative agreements are subject to an overall agreement and an overall agreement is subject to approval by the Board of Trustees and the membership of the Union.

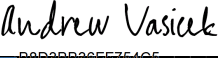
Tentative Agreement:

For the State Bar:

<small>DocuSigned by:</small>  <small>08202CCF804E496...</small>	11/30/2022
Justice Israel	Date

For the Union:

<small>DocuSigned by:</small>  <small>A4ADA3BD273E479...</small>	11/30/2022
Brian Hoerber	Date

<small>DocuSigned by:</small>  <small>B8D3BB36FF754C5...</small>	11/30/2022
Andrew Vasicek	Date

November 28, 2022

Union Counter to Union #7

Appendix G – Letter of Understanding – AWS Agreements, Voluntary Separation Incentive, Transit Reimbursement, Time Keeping

Time:

3. The transit reimbursement benefit that is currently provided to State Bar Employees consistent with Internal Revenue Code Section 132 is increased **shall be:** from ~~\$10025~~ maximum per month to ~~\$12575~~ maximum per month.

- a. Employees whose regular schedule requires them who are required to report to their designated office four to five days per week shall receive \$15075 per month.
- b. Employees whose regular schedule requires them who are required to report to their designated office two to three days per week shall receive \$5075 per month.

- c. Employees ~~whose regular schedule requires them~~ who are required to report to their designated office less than two days per week shall receive no transit reimbursement benefit.