

**STATE BAR OF CALIFORNIA LETTER OF UNDERSTANDING**  
**EMERGENCY PAID LEAVE FOR JANUARY 2025 LOS ANGELES AREA WILDFIRES**

It is AGREED AND ACCEPTED between the State Bar of California (State Bar) and the Service Employees International Union, Local 1000 (the Union) (collectively, Parties) to enter into the following Letter of Understanding regarding the establishment of an emergency paid leave provision for employees affected by the January 2025 Los Angeles area wildfires. Under this Letter of Understanding, the State Bar will provide up to five (5) consecutive days of emergency paid leave to eligible employees. This emergency leave is in addition to all other paid leave entitlements under the current General Unit (GU) and Attorney Unit (AU) Memoranda of Understanding (MOUs) and will be paid at the eligible employee's regular rate of pay.

Eligibility for this emergency paid leave is limited to employees covered under the MOUs who:

- Have had their primary residence destroyed or damaged to the extent that the damage requires relocation, or;
- Have been displaced from their primary residence due to mandatory evacuation orders or a level 2 evacuation warning as defined by the US Forest Service related to the January 2025 Los Angeles area wildfires, and that displacement prevents the employee from working remotely.

To verify eligibility, employees may be required to provide reasonable documentation, which may include documentation from fire department or emergency services, insurance claim documentation, mandatory evacuation orders, or other reasonable documentation as determined by the State Bar.


This emergency leave must be commenced no later than January 31, 2025, unless otherwise approved by the State Bar. The provisions of this Letter of Understanding apply only to the January 2025 Los Angeles area wildfires and do not modify any other terms or conditions of the MOUs except as expressly stated herein. This Agreement shall be non-precedent setting and shall not be used by either Party as evidence or precedent in any other circumstance.

This Letter of Understanding shall be effective upon signing by both Parties.

[Signatures on following page]

IT IS SO AGREED:

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1000

By:   
Brian Hoeber, Staff Attorney  
SEIU Local 1000

Date: 1/10/2025 | 10:41 AM PST

By:   
Jaime Vogel, Acting President  
SEIU Local 1000

Date: 1/10/2025 | 11:05 AM PST

THE STATE BAR OF CALIFORNIA

By:   
Leah Wilson  
Executive Director

Date: 1/13/2025 | 2:47 PM PST