

June 17, 2025


Union #11

Section 43 (Attorney Unit)/Section 44 (General Unit) – Term of Memorandum of Understanding

### Tentative Agreement

The State Bar and SEIU, Local 1000 (Union) 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.

#### FOR SEIU, LOCAL 1000:


DocuSigned by:  
  
BECE4700FA10484...  
\_\_\_\_\_  
Brian Hoeber  
Staff Attorney

6/18/2025 | 1:07 PM PDT  
\_\_\_\_\_  
Date

DocuSigned by:  
  
26E68B33E94A4BE...  
\_\_\_\_\_  
Shataka Shores-Brooks  
Bargaining Chair

6/18/2025 | 1:59 PM PDT  
\_\_\_\_\_  
Date

#### FOR THE STATE BAR:

Signed by:  
  
08202CCF804F406...  
\_\_\_\_\_  
Justice Israel  
Director of Human Resources

6/18/2025 | 2:01 PM PDT  
\_\_\_\_\_  
Date

### SECTION 43. TERM OF MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding shall be effective January 1, 2026, or the date both parties have ratified the agreement, whichever comes later, and shall remain in full force and effect through December 31, 2028, 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 July 1, 2028. ~~the fifteenth day of March 2025.~~