

June 17, 2025


Union #7

Section 27 - Paid Personal Leave and Paid Sick Leave – Both MOUs

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:

 BE0E4790FA10484...
 Brian Hoeber
 Staff Attorney

6/18/2025 | 1:07 PM PDT

Date


DocuSigned by:

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 Shataka Shores-Brooks
 Bargaining Chair

6/18/2025 | 1:59 PM PDT

Date

FOR THE STATE BAR:

Signed by:

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 Justice Israel
 Director of Human Resources

6/18/2025 | 2:01 PM PDT

Date

SECTION 27. PAID PERSONAL LEAVE AND PAID SICK LEAVE

- G. An Employee with less than ~~five~~ three (3) years of service may take a maximum of two (2) Paid Personal days per calendar year. An Employee with three (3) to five (5) years of service may take three (3) Paid Personal days per calendar year. An Employee with five to ten (10) years of service may take a maximum of ~~four (4)~~ five (5) Paid Personal days per calendar year. An Employee with ten (10) or more years of service may take a maximum of seven (7) ~~six (6)~~ Paid Personal days per calendar year. Regardless of years of service, any Employee who receives an “Exceeds Expectations” rating on their performance evaluation shall be awarded one additional Paid Personal day to be used within one year of receiving the qualifying performance evaluation. Employees will not

be paid for Paid Personal days not taken within the timeframes set forth in this subsection, and unused Paid Personal days shall never be cashed out. Paid Personal days may not be used during an Employee's final five workdays prior to separation, nor may Paid Personal days be used immediately preceding vacation or other leave that extends to an Employee's final scheduled workday prior to separation.