

June 17, 2025

Union #9

Section 22 – Wages and Classifications (GU) and Section 13 – Promotions and Transfers
Time:

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:


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Brian Hoeber
Staff Attorney

6/18/2025 | 1:07 PM PDT

Date


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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 22. Wages and Classifications

S. Effective ~~July 1, 2025~~ January 1, 2026, the existing Paralegal and Senior Paralegal classifications will be modified as follows:

- 1. The State Bar shall create a new Paralegal I classification. The salary range for the Paralegal I classification will be equivalent to the salary range ~~for~~ of the former Paralegal classification, as adjusted elsewhere herein. Effective January 1, 2026, all incumbents in the former Paralegal classification with less than two (2) years of experience as a Paralegal at the State Bar will be converted to the Paralegal I classification.**

2. The State Bar shall create a new Paralegal II classification. The salary range for the Paralegal II classification will be 7.5% higher than the salary range ~~for of~~ the Paralegal I classification. Effective January 1, 2026, ~~All incumbents in the former Paralegal classification positions~~ with two (2) or more years of experience as a Paralegal at the State Bar will ~~shall~~ be converted to the Paralegal II classification. ~~on July 1, 2025.~~
3. The State Bar shall create a new Paralegal III classification. The Salary range for the Paralegal III classification will be equivalent to the salary range ~~for of~~ the former Senior Paralegal classification, as adjusted elsewhere herein. Effective January 1, 2026, ~~All incumbents in the former Senior Paralegal classification will positions shall be~~ converted to the Paralegal III classification ~~on July 1, 2025.~~

SECTION 13. PROMOTIONS AND TRANSFERS

L. The State Bar shall consider advancement to journey-level positions for entry-level Employees in the Public Trust Representative I, General Services Specialist I, Investigator I, IT Support Technician I, IT Analyst I, IT Business Analyst I, Legal Secretary I, Paralegal I, and Program Specialist I job classifications if all of the following conditions are met:

1. Employees have completed at least two years of service in that job classification;
2. Employees have been rated as “Meets Requirements” or “Exceeds Requirements” in their last two annual performance evaluations;
3. Employees are deemed by their manager to meet the Knowledge and Abilities set forth in the job description for the journey-level position (e.g., Investigator II, PSR II) in their job series; and
4. Employees have been assessed by their manager to meet certain core