



THE STATE BAR OF CALIFORNIA

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Date: November 30, 2009

To: Members, Board of Governors

From: Patti White, Chair Planning, Program Development and Budget Committee

Re: November 13, 2009 Board Planning Session Breakout Topic III – Collective Bargaining

Summary of Breakout Topic III – Collective Bargaining

Following is a summary of the presentation and discussion that took place at the collective bargaining break-out session during the November Board Planning meeting.

The facilitator Joe Chairez introduced the Planning, Program Development and Budget Committee Chair Patti White and Deputy Executive Director Robert Hawley, the two presenters for this session. Patti White presented a power point presentation on the substance of the Myers-Millas-Brown Act and its application to the State Bar of California as an agency governed by it in its collective bargaining union/management relations. Robert Hawley then provided the Board with a history of the State Bar's union bargaining relationship going back to 1979. He highlighted the union history and collective bargaining structure of the State Bar with separate attorney and general bargaining units. He reviewed the wage and salary administration history under the union contract including institutional benchmark agencies and job classifications and benefits that serve as guide posts for the State Bar's wage salary and benefit administration. He reviewed with the Board the existing salary ranges and the history of State Bar compensation adjustments over the last five years. He provided to the Board the 2005 exhaustive salary and benefit survey conducted by William Mercer and Co. benchmarking the State Bar, as of that date, to the accepted benchmark standards.

Board members had question about how the MOU limits the authority of management and the board. An explanation was provided regarding the "meet and confer" process by which changes can be made to the status quo in the collective bargaining relationship. It was also highlighted for the Board what the historical union strategy has been at the collective bargaining table substituting the "vulnerability" of the State Bar's fee bill in Sacramento for the "strike" as a point of leverage."