

**EXTENSION AGREEMENT  
BETWEEN THE  
COUNTY OF SANTA CLARA  
AND THE  
COMMITTEE OF INTERNS AND RESIDENTS, SERVICE EMPLOYEES  
INTERNATIONAL UNION**

The County of Santa Clara and the Committee of Interns and Residents, Service Employees International Union (CIR) have agreed to extend the Memorandum of Agreement (MOA) scheduled to expire on June 29, 2009 with the terms and conditions described below:

1. The current MOA between the County and CIR (July 3, 2006 through June 29, 2009) shall be extended through June 27, 2011.
2. Items in the MOA that are cyclical from year to year or for the entire term of the MOA and are generally renewed from agreement to agreement, including but not limited to Educational Allowances and State mandated Medical Licenses & Fluoroscopy/Radiography Permits, shall be continued during the term of the extension under the same conditions or at the last monetary rate.
3. For the duration of the Extension Agreement, there will be a zero percent (0%) general wage increase subject to the provisions of Section 4 below.
4. Should any County employee bargaining unit, represented or unrepresented (Executive Management, VMC Physicians and Confidential) not already scheduled to receive a salary increase in Calendar Years 2009 and 2010 from existing union contracts or by ordinance receives a new wage increase in Calendar Years 2009 or 2010, the same percentage wage increase will be granted to the employees in this bargaining unit. This provision does not apply to the Board of Supervisors salaries that are tied to State increases for Superior Court judges, or for recruitments into single executive position vacancies, if for recruitment purposes the Board determines that there is a need to adjust the salary.
5. All other terms of the July 3, 2006 through June 29, 2009 MOA between the County and CIR shall remain the same.

For County of Santa Clara

For Committee of Interns and Residents,  
Service Employees International Union

\_\_\_\_\_  
Mitchell Buellesbach, Labor Relations  
Representative

\_\_\_\_\_  
Kelly Gray, Area Director

\_\_\_\_\_  
Janice Lawton, Labor Relations  
Representative

\_\_\_\_\_  
Jennifer Lee, M.D.