

# County of Santa Clara Employee Services Agency



ESA04 051909

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DATE: May 19, 2009

TO: Board of Supervisors

FROM: 

Luke Leung  
Deputy County Executive

SUBJECT: Ratification of Labor Contract Extension Agreement Between the County and SEIU Legacy Local 715, now Local 521

## **RECOMMENDED ACTION**

Ratify tentative Extension Agreement with SEIU Legacy Local 715, now Local 521, extending the current labor contract from June 15, 2009 through June 12, 2011 with no wage adjustment for the duration of the Agreement.

## **FISCAL IMPLICATIONS**

There is no general wage increase for Fiscal Year 2010 or for Fiscal Year 2011. Therefore, there is no increase to the general fund for wages in either year.

## **CONTRACT HISTORY**

Not applicable.

## **REASONS FOR RECOMMENDATION**

In accordance with direction from the Board of Supervisors in executive session, the County held informal discussions with SEIU Legacy Local 715, now Local 521(SEIU), and reached tentative agreement on an extension of the current labor agreement for two years with no wage increase in either year and status quo on all other terms and conditions of employment. On April 29, 2009, SEIU notified the County that its members ratified the tentative agreement.

## **BACKGROUND**

In 2006, the County reached agreement with SEIU on a three year agreement that expires June 14, 2009. On February 11, 2009, the County met with SEIU to propose extending the Memorandum of Agreement (MOA) for two years in accordance with the Board parameters established in executive session. Additional meetings were held to discuss the proposal on February 25, 2009, March 5, 2009, March 19, 2009, March 26, 2009 and April 3, 2009. At a seventh meeting on April 9, 2009 the County and SEIU reached tentative agreement. On April 29, 2009, the Union informed the County that the membership had voted to ratify the Extension Agreement which extends the MOA through June 12, 2011.

The agreement maintains status quo on all terms and conditions of employment with no wage improvements during the term of the Extension Agreement.

## **CONSEQUENCES OF NEGATIVE ACTION**

The County will be unable to implement the tentative agreement to extend the labor contract with SEIU which will expire on June 14, 2009. Negotiations on a successor agreement will commence later.

## **STEPS FOLLOWING APPROVAL**

Upon Board approval, the Clerk of the Board's Office is requested to send Keyboard notification of completed processing to Maryann Barrous of the Employee Services Agency.

## **ATTACHMENTS**

- Extension Agreement