

County of Santa Clara Employee Services Agency



ESA06 051909

Prepared by: Deborah Edginton
Principal Labor Relations Representative

Submitted by: Brian McKenna
Labor Relations Director

DATE: May 19, 2009

TO: Board of Supervisors

FROM:

A handwritten signature in cursive script, appearing to read "Luke Leung".

Luke Leung
Deputy County Executive

SUBJECT: Ratification of Labor Contract Extension Agreement Between the County and Engineers and Architects,
IFPTE Local 21

RECOMMENDED ACTION

Ratify tentative Extension Agreement with Engineers and Architects Association, IFPTE Local 21, extending the current labor contract from September 20, 2010 through September 16, 2012.

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 Engineers and Architects Association, IFPTE Local 21 (E&A) and reached tentative agreement on a two year Extension Agreement that defers the 2% wage increase scheduled for September 21, 2009 to September 19, 2011 with no wage increase in either Fiscal Year 2010 or Fiscal Year 2011 and status quo on all other terms and conditions of employment. On April 29, 2009, E&A notified the County that its members ratified the Extension Agreement.

BACKGROUND

In 2007, the County reached agreement with E&A on a three year agreement that expires September 19, 2010. On March 9, 2009, the County met with E&A to propose extending the Memorandum of Agreement (MOA) for two years in accordance with Board parameters established in executive session. The parties met again on March 27, 2009 and reached tentative agreement. On April 29, 2009 E&A informed the County that its members ratified the proposed Extension Agreement which extends the MOA through September 16, 2012.

The agreement maintains status quo on all terms and conditions of employment with no wage improvements in Fiscal Year 2010 or Fiscal Year 2011.

CONSEQUENCES OF NEGATIVE ACTION

The County will be unable to implement the tentative agreement to extend the labor contract with E&A which will expire on September 19, 2010. The 2% wage increase effective September 21, 2009 will be implemented. 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 to of completed processing to Maryann Barrous of the Employee Services Agency.

ATTACHMENTS

- Extension Agreement