

# County of Santa Clara Employee Services Agency Labor Relations



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ESA05 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 black ink, appearing to read "Luke Leung".

Luke Leung  
Deputy County Executive

SUBJECT: Ratification of Labor Contract Extension Agreement Between the County and County Employees Management Association

## **RECOMMENDED ACTION**

Ratify tentative Extension Agreement with County Employees Management Association extending the current labor contract from August 10, 2009 through August 7, 2011.

## **FISCAL IMPLICATIONS**

There is no general wage increase for Fiscal Years 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 County Employees Management Association (CEMA) 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 14, 2009, CEMA notified the County that its members had overwhelmingly ratified the tentative agreement.

## **BACKGROUND**

In 2006, the County reached agreement with CEMA on a three year agreement that expires on August 9, 2009. On February 17, 2009 the County met with CEMA to propose extending the Memorandum of Understanding (MOU) for two years in accordance with the Board parameters established in executive session. The County and CEMA met again on March 3, 2009, March 13, 2009 and March 25, 2009 at which time CEMA announced that it would put the proposal to a vote of its membership. On April 14, 2009 CEMA informed the County that its members voted overwhelmingly to ratify the tentative agreement which extends the MOU through August 7, 2011.

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 CEMA which will expire on August 9, 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