

# County of Santa Clara Employee Services Agency



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ESA07 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 Union of American Physicians and Dentists, AFSCME Local 206

## **RECOMMENDED ACTION**

Ratify tentative Extension Agreement with the Union of American Physicians and Dentists, AFSCME Local 206, extending the current labor contract from August 24, 2009 through August 21, 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 the Union of American Physicians and Dentists, AFSCME Local 206 (UAPD) 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 UAPD notified the County that its members ratified the tentative agreement.

## **BACKGROUND**

In 2006, the County reached agreement with UAPD on a three year agreement that expires August 23, 2009. On March 2, 2009 the County met with UAPD to propose extending the Memorandum of Understanding (MOU) for two years in accordance with Board parameters established in executive session. The County and UAPD met again on March 24, 2009 and reached tentative agreement. On April 29, 2009, UAPD informed the County that its members ratified the proposed Extension Agreement which extends the MOU through August 21, 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 UAPD which will expire on August 23, 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