

County of Santa Clara Employee Services Agency



ESA02 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 Engineers and Scientists of California, IFPTE Local 20

RECOMMENDED ACTION

Ratify tentative Extension Agreement with Engineers and Scientists of California, IFPTE Local 20, extending the current labor contract from October 3, 2011 through September 29, 2013.

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 Scientists of California, IFPTE Local 20 (ESC) and reached tentative agreement on a two year extension agreement that defers the 2% wage increase scheduled for March 8, 2010 to March 5, 2012 and the 1% wage increase scheduled for February 21, 2011 to February 18, 2013 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 21, 2009, ESC notified the County that its members ratified the Extension Agreement.

BACKGROUND

In February 2009, the County reached tentative agreement with ESC on a three year agreement that expires October 2, 2011. On March 13, 2009 the County met with ESC to propose extending the Memorandum of Agreement (MOA) for two years in accordance with Board parameters established in executive session. Another meeting was held on April 3, 2009 and the County and ESC reached tentative agreement on the two year Extension Agreement. On April 21, 2009 ESC informed the County that its members ratified the Extension Agreement which extends the MOA through September 29, 2013.

The agreement maintains the 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 ESC which will expire on October 2, 2011. The 2% wage increase effective March 8, 2010 and the 1% wage increase effective February 21, 2011 will take place on those dates and negotiations on a successor agreement will commence at the appropriate time.

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