

**EXTENSION AGREEMENT
BETWEEN THE
COUNTY OF SANTA CLARA
AND THE
ENGINEERS AND ARCHITECTS ASSOCIATION**

The County of Santa Clara and the Engineers and Architects Association (E&A) have agreed to extend the Memorandum of Agreement (MOA) scheduled to expire on September 19, 2010 with the terms and conditions described below:

1. The current MOA between the County and E&A (September 24, 2007 – September 19, 2010) shall be extended through September 16, 2012.
2. Items in the MOA that are cyclical from year to year or for the entire term of the MOA and are generally renewed from agreement to agreement, including but not limited to Scheduled Time Off Cash Out and tuition reimbursement, shall be continued during the term of the extension under the same conditions or at the last monetary rate.
3. The 2% general wage increase scheduled for September 21, 2009 will be deferred until September 19, 2011 with no other general wage increases during the two year extension subject to the provisions of Section 4 below.
4. Should any County employee bargaining unit, represented or unrepresented (Executive Management, VMC Physicians and Confidential) not already scheduled to receive a salary increase in Calendar Years 2009 and 2010 from existing union contracts or by ordinance receives a new wage increase in Calendar Years 2009 or 2010, the same percentage wage increase will be granted to the employees in this bargaining unit. This provision does not apply to the Board of Supervisors salaries that are tied to State increases for Superior Court judges, or for recruitments into single executive position vacancies, if for recruitment purposes the Board determines that there is a need to adjust the salary.
5. All other terms of the September 24, 2007 through September 19, 2010 MOA between the County and E&A shall remain the same.

For County of Santa Clara

Engineers and Architects Association

Brian McKenna, Labor Relations
Director

Tyler Nguyen, President

Elaine Rowan, Labor Relations
Representative

Nancy Ostrowski,
Representative/Organizer