

**EXTENSION AGREEMENT  
BETWEEN THE  
COUNTY OF SANTA CLARA  
AND THE  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 521  
LEGACY LOCAL 535 WORKER CHAPTER**

The County of Santa Clara and the Service Employees International Union Local 521 Legacy Local 535 Worker Chapter (SEIU) have agreed to extend the Memorandum of Agreement (MOA), scheduled to expire on June 14, 2009 with the terms and conditions described below:

1. The current MOA between the County and SEIU (October 18, 2006 – June 14, 2009) shall be extended through June 12, 2011.
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 Tuition Reimbursement, shall be continued during the term of the extension under the same conditions or at the last monetary rate. (See attached.)
3. For the duration of the Extension Agreement there will be a zero percent (0%) salary increase subject to the provisions of Section 4 below.
4.
  - a. Should any County employee bargaining unit, represented or unrepresented (Executive Management, VMC Physicians and Confidential) not already scheduled to receive a general salary increase or any other compensation (such as increased employer paid member contribution, lump sum, reduction of required worker contribution for retirement enhancement, deferred compensation contribution by employer) in Calendar Years 2009 or 2010 from existing union contracts or by new salary ordinance amendment, and who does receive a new salary increase in Calendar Years 2009 or 2010, then the same percentage salary increase or equivalent compensation increase will be granted to the workers covered by this MOA.
  - b. For certain specific vacant executive management positions where the County finds it difficult to recruit, and for reclassifications with wage adjustments, the County will notify the Union ten (10) working days prior to Board action.
  - c. The parties understand that by County Charter, salaries of the Board of Supervisors are tied to superior court judges. The County agrees to notify the Union within ten (10) working days once such notice is received from the administrative office of the court.
  - d. For both 4b and 4c, the provisions of 4a shall not apply.
5. Correct typographical error. In Section 10.1 add new “d) March 31<sup>st</sup> Cesar Chavez’ Birthday” and reletter the rest of the holidays.
6. All other terms of the October 18, 2006 – June 14, 2009 MOA, including all Side Letters and Departmental Agreements shall remain the same.

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LEGACY LOCAL 535 WORKER CHAPTER

**For the County of Santa Clara**

\_\_\_\_\_  
Brian McKenna, Labor Relations Director

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Deborah Edginton, Principal Labor Relations  
Representative

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Mitchell Buellesbach, Labor Relations Representative

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Irma Gonzales, Labor Relations Representative

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Sabahete Kraja, Labor Relations Representative

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Janice Lawton, Labor Relations Representative

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Ramsin Nasser, Labor Relations Representative

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Pablo Pineda, Labor Relations Representative

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Elaine Rowan, Labor Relations Representative

**For SEIU Local 521 (Legacy 535 Worker)**

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**For SEIU Local 521 (Legacy 535 Worker)**

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Kristy Sermersheim, President

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Vincent Reyna, Chapter Chairperson

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