

**EXTENSION AGREEMENT
BETWEEN THE
COUNTY OF SANTA CLARA
AND THE
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 521
LEGACY LOCAL 715**

The County of Santa Clara and the Service Employees International Union Local 521 Legacy Local 715 (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 (June 19, 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 this Extension Agreement all classifications (other than those in Section 4 below) will receive a zero percent (0%) salary increase subject to the provisions of Section 5 below.
4. The salaries of classifications that are tied to the salaries of other bargaining units will follow the terms of the other bargaining units' Memoranda of Agreement and any respective Extension Agreements. These classifications are listed in Section E.3 a), b) and c) plus the Physician Assistant Primary Care classification whose wage is tied to the Nurse Practitioner represented by the Registered Nurses Professional Association in its Memorandum of Understanding and its Extension Agreement. The CIP relationship in E.4 will follow the language of the MOA.
5.
 - a. Should any County employee bargaining unit, represented or unrepresented (Executive Management, VMC Physicians and Confidential) not already scheduled to receive a 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 (other than those cited in Section 4 above) 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 5b and 5c, the provisions of 5a shall not apply.
6. Correct typographical omission in Article 12.2b from "reasonable cause of misuse" to "reasonable cause to suspect misuse."
7. All other terms of the June 19, 2006 – June 14, 2009 MOA, including all Side Letters and Departmental Agreements, shall remain the same.

For the County of Santa Clara

Brian McKenna, Labor Relations Director

Deborah Edginton, Principal Labor Relations
Representative

Mitchell Buellesbach, Labor Relations Representative

Irma Gonzales, Labor Relations Representative

Sabahete Kraja, Labor Relations Representative

Janice Lawton, Labor Relations Representative

Ramsin Nasser, Labor Relations Representative

Pablo Pineda, Labor Relations Representative

Elaine Rowan, Labor Relations Representative

For SEIU Local 521 (Legacy 715)

For SEIU Local 521 (Legacy 715)

Kristy Sermersheim, President

Vincent Reyna, Chapter Chairperson

