

**EXTENSION AGREEMENT
BETWEEN THE
COUNTY OF SANTA CLARA
AND THE
BUILDING TRADES, BUILDING AND CONSTRUCTION TRADES COUNCIL
OF SANTA CLARA AND SAN BENITO COUNTIES**

The County of Santa Clara and the Building Trades, Building and Construction Trades Council of Santa Clara and San Benito Counties (BTC) have agreed to extend the Memorandum of Agreement (MOA) scheduled to expire on November 15, 2009 with the terms and conditions described below:

1. The current MOA between the County and BTC (December 4, 2006 through November 15, 2009) shall be extended through November 13, 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 Educational Allowances and State mandated Medical Licenses & Fluoroscopy/Radiography Permits, shall be continued during the term of the extension under the same conditions or at the last monetary rate.
3. For the duration of the Extension Agreement, there will be a zero percent (0%) general wage increase 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 December 4, 2006 through November 15, 2009 MOA between the County and BTC shall remain the same.

For County of Santa Clara

For Building Trades, Building and Construction
Trades Council of Santa Clara and San Benito
Counties

Janice Lawton, Labor Relations
Representative

Neil Struthers, Chief Executive
Officer

Pablo Pineda, Labor Relations
Representative

Sal Ventura, IBEW Local 332