

**CONTRACT EXTENSION AGREEMENT BETWEEN COUNTY OF SAN MATEO AND  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 521**

This Contract Extension Agreement is between the County of San Mateo (hereinafter called "County") and the Service Employees' International Union Local 521 (hereinafter called "Union") (collectively called "the parties") and shall apply to all employees of the County working in the representation units set forth in Section 1 of the Memorandum of Understanding (MOU) between the County and the Union, with reference to the following recitals:

A. WHEREAS, the County has faced ongoing challenging economic and fiscal circumstances;

B. WHEREAS, the County and the Union desire to extend the current MOU in place for two years;

NOW THEREFORE, the salaries, hours, fringe benefits and working conditions set forth have been mutually agreed upon by the designated bargaining representatives of the County and the Union, as follows:

A. Contract Extension: The County and the Union agree to extend the 2010 – 2012 MOU between the parties which is scheduled to expire on October 13, 2012. The MOU will be extended from October 14, 2012 to October 11, 2014, and shall be amended as follows:

1. FSA Debit Cards: The County agrees to issue to each worker a Flexible Spending Account (FSA) "debit card" with a value of \$200 on January 1, 2013 and an additional \$200 on January 1, 2014.

2. Me Too Agreement:

- a. In the event the Unrepresented Management Unit receives a unit-wide compensation increase not offset by any compensation reduction, the same compensation increase will apply to employees represented by the Union.
- b. In the event the Unrepresented Management Unit receives a unit-wide compensation increase offset by a compensation reduction, either the Union or the County may initiate a reopener to decide whether the same package of increases and reductions will apply to employees represented by the Union.
- c. This Me Too Agreement shall not apply to compensation increases for individual job classes in the Unrepresented Management Unit.
- d. This Me Too Agreement expires on October 11, 2014.

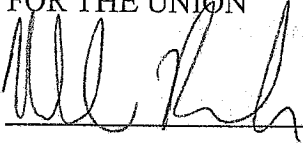
3. Notice of Classification Studies: Within five business days of Human Resources' approval to conduct a classification study of a Department Head job classification, Human Resources will notify the Union of the pending study.

B. This Agreement is subject to ratification by the bargaining unit and approval by the County Board of Supervisors.

**CONTRACT EXTENSION AGREEMENT BETWEEN COUNTY OF SAN MATEO AND  
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 521**

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized  
representatives to execute the within tentative agreement this 14 day of August, 2012.

FOR THE UNION

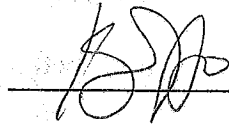


Dated: 8/14/12

RATIFIED:  
SEIU

By: \_\_\_\_\_

FOR THE COUNTY



Dated: 8-14-12

APPROVED:  
COUNTY BOARD OF SUPERVISORS

By: \_\_\_\_\_

ATTEST: \_\_\_\_\_

Clerk