MEMORANDUM OF NEGOTIATORS

The negotiators of this proposed Agreement affix their signatures to this Agreement to indicate that they have concluded negotiations on the development of the proposed Agreement and that they are referring it to the parties for decision concerning approval.

It is understood that the Agreement is not binding unless and until both parties have executed it. The process of approval with respect to the Union will be completed when the Agreement has been reviewed and ratified by the appropriate members of the Union. On behalf of the University, the Agreement must be reviewed and approved by the Office of the President.

The parties agree that when the approval process has been completed the Agreement will become operative when the document has been signed by the authorized representatives for both parties. Upon signature by the University representative, the effective date of this Agreement will be communicated to the Union.

UNIVERSITY OF CALIFORNIA AT DAVIS

By: Timothy G. Yeung, Chief Negotiator
    UC Davis

By: Nathan Traurnicht, Fire Chief
    UC Davis Fire Department

By: Stephen Green, Manager
    Employee & Labor Relations
    UC Davis

THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

By: Joe Newman, Chief Negotiator
    IAFF Local 4920

By: Tait Nilsson, Vice-President
    IAFF Local 4920
The foregoing Agreement between the International Federation of Firefighters Local 4437 and the Regents of the University of California, having been duly approved by both parties, is hereby executed by the undersigned authorized representatives of each party.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

By: [Signature]
Dwaine B. Duckett, Vice President
Human Resources

DATE: 12/18/2013

THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

By: [Signature]
Joe Newman, President and Chief Negotiator
IAFF Local 4920 - Davis

DATE: 12/17/13

By: [Signature]
Peter Chester, Director
Labor Relations

DATE: 12-18-13

By: [Signature]
Tait Nilsen, Vice-President
IAFF Local 4920

DATE: 12/17/13

By: [Signature]
Timothy G. Yeung, Chief Negotiator
UC Davis

DATE: 12/17/13