

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 Trauernicht, 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: _____

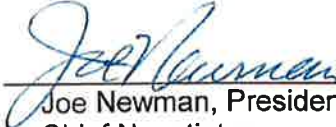

Tait Nilssen, Vice-President
IAFF Local 4920

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**

**THE INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS**

By: 
Dwaine B. Duckett, Vice President
Human Resources

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

DATE: 12/18/2013

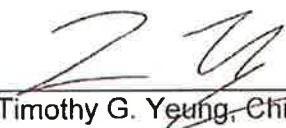
DATE: 12/17/13

By: 
Peter Chester, Director
Labor Relations

By: 
Tait Nilssen, Vice-President
IAFF Local 4920

DATE: 12-18-13

DATE: 12/17/13

By: 
Timothy G. Yeung, Chief Negotiator
UC Davis

DATE: 12/17/13