

**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**

**THE INTERNATIONAL ASSOCIATION  
OF FIREFIGHTERS**

By: \_\_\_\_\_  
Timothy G. Yeung, Chief Negotiator  
UC Davis

By: \_\_\_\_\_  
Joe Newman, Chief Negotiator  
IAFF Local 4920

By: \_\_\_\_\_  
Nathan Trauernicht, Fire Chief  
UC Davis Fire Department

By: \_\_\_\_\_  
Kyle Dubs, President  
IAFF Local 4920

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


The foregoing Agreement between the International Association of Firefighters Local 4920 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


DATE: \_\_\_\_\_

By:  \_\_\_\_\_  
Joe Newman, ~~President and~~  
~~Chief Negotiator~~ Vice President  
IAFF Local 4920 - Davis


DATE: 6/7/17

By: \_\_\_\_\_  
Peter Chester, Director  
Labor Relations

DATE: \_\_\_\_\_

By:  \_\_\_\_\_  
Kyle Dubs, President  
IAFF Local 4920

DATE: 8-16-17

By:  \_\_\_\_\_  
Timothy G. Yeung, Chief Negotiator  
UC Davis

DATE: 6/7/17

2017 AUG 16 AM 11:40  
DIVISION OF HUMAN RESOURCES