

PREAMBLE

- A.** This Memorandum of Understanding, hereinafter referred to as "MOU", is entered into by The Regents of the University of California, a corporation, hereinafter referred to as the "University" and the University Council, American Federation of Teachers at the University of California, hereinafter referred to as "UC-AFT."

- B.** The purpose is to establish mutually the terms and conditions of employment and the rights of the parties to this MOU. It is the intent and purpose of the parties hereto that this MOU constitutes an implementation of the provisions of HEERA and provides for harmonious and constructive employment relations in the interest of the public, the students, the University, and the employees represented by UC-AFT.

- C.** The parties recognize that good faith collective bargaining is a means of achieving this purpose through a process which gives legitimate expression to the concerns of the unit members as represented by the University Council, American Federation of Teachers and of the University of California.