

MEMORANDUM OF THE NEGOTIATORS


The negotiators of the 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 by the General Counsel of The Regents and approved by the Office of the President, Vice President for Human Resources.

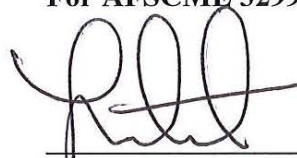
The parties agree that when the approval process has been completed the Agreement will become operative when the document has been signed by the authorized representatives for both parties. Upon signature by the University representative, the effective date of this Agreement will be communicated to the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

For the University of California, Santa Cruz:

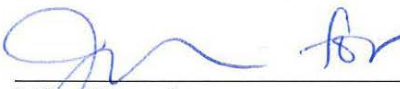
For AFSCME 3299:

 11/19/2020


Jennifer Schiffner, Negotiator &
Director, Employee & Labor Relations

 11/19/20

Libertad Ayala, Negotiator
AFSCME 3299

 for


Mike Gonzalez
Chief Negotiator



Seth Newton Patel, Lead Negotiator
AFSCME 3299



Nick Castillo



Dave Shankland



Joe Baxter

