

PREAMBLE

This Agreement is entered into by and between The Regents of the University of California, a corporation (hereinafter referred to as the “University” or “Management”), and the Union of American Physicians and Dentists (hereinafter referred to as the “UAPD” or “Union”) pursuant to provisions of the Higher Education Employer-Employee Relations Act (HEERA). It is the intent and purpose of the parties that this Agreement provides for orderly and constructive employment relations in the public interest, the interests of the University, and the interests of the employees represented by UAPD. The parties hereby acknowledge that this Agreement represents an amicable understanding reached by the parties as a result of the right and opportunity of the parties to make any and all demands with respect to matters within the scope of bargaining.