


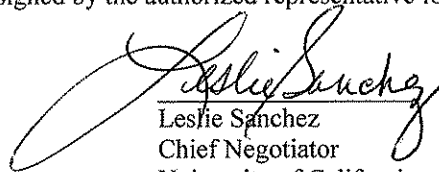
# MEMORANDUM OF THE NEGOTIATORS

The negotiators of the proposed agreement affix their signature to this Memorandum to indicate that they have concluded negotiations by the development of the proposed agreement and that they are referring it to the parties for the 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 members of the Union. On behalf of the University, the agreement must be reviewed and approved by the Office of the President, including review by the General Counsel of the Regents.

The parties agree that when the approval process has been completed, the Memorandum of Understanding will become operative when the document has been signed by the authorized representative for both parties.


  
Christopher Brown      3-12-09  
Date  
Chief Negotiator  
International Union of Operating  
Engineers, Local 501, AFL-CIO


  
Leslie Sanchez      4-20-09  
Date  
Chief Negotiator  
University of California  
Santa Barbara

## Union Bargaining Team:

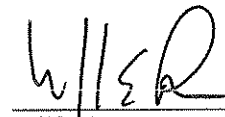
  
Tom Batalas      4/9/09  
Date


  
Kurt Jahnke      04/09/09  
Date


  
Steve Klock      04/09/09  
Date

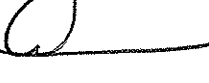
  
Dick Winther      4-9-09  
Date

## Management Bargaining Team:

  
Wilfred Brown      5/21/09  
Date

  
Jackie Treadway      5/18/09  
Date

  
Daniel Heedy      4-23-09  
Date

  
Lisa Phelps      4-20-09  
Date