



# 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.

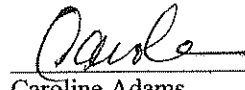
 10-5-2011  
Date  
Michael Placencia  
Chief Negotiator  
International Union of Operating  
Engineers, Local 501, AFL-CIO

 10/14/11  
Date  
Farfalla Borah  
Chief Negotiator  
University of California  
Santa Barbara

## Union Bargaining Team:


## Management Bargaining Team:


 10-13-2011  
Date  
Ken Capehart


 10/14/11  
Date  
Caroline Adams

 10-5-2011  
Date  
Steve Klock

 10/18/11  
Date  
Jackie Treadway

 10-5-2011  
Date  
Fred Flores

 10/18/11  
Date  
Daniel Heedy

 10-5-11  
Date  
Richard Winther