

**PREAMBLE**

This agreement is made and entered into by and between the Regents of the University of California, a corporation, herein after referred to as the "University," and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO and its Local Union 2865, hereinafter referred to as the "UAW," pursuant to the provisions of the Higher Education Employer-Employee Relations Act (HEERA).