

**MEMORANDUM OF THE NEGOTIATORS**

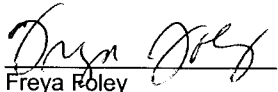
The negotiators of this proposed Agreement affix their signatures to this Agreement to indicate that they have concluded negotiations on the development of the proposed Agreement and that they are referring it to the parties for decision concerning approval.

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 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 Agreement will become effective when the document has been signed by the authorized representatives from both parties.

**FOR THE UNIVERSITY OF CALIFORNIA:**

**FOR THE AMERICAN FEDERATION  
OF STATE, COUNTY AND MUNICIPAL  
EMPLOYEES:**



Freya Roley  
Chief Negotiator  
University of California

7/13/04  
Date



Craig Merrilees  
Director  
UC Contract Campaign/Local 3299

7-13-04  
Date