

**MEMORANDUM OF 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 Association will be completed when the Agreement has been reviewed and ratified by the appropriate members of the Association. On behalf of the University, the agreement must be reviewed and approved by the Office of the President, including review and approval 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 for both parties.

**FOR THE UNIVERSITY**

**FOR THE FEDERATED UNIVERSITY  
POLICE OFFICERS ASSOCIATION**

\_\_\_\_\_  
Peter M. Chester  
Chief Negotiator  
University of California  
Office of the President – Labor Relations

\_\_\_\_\_  
David H. Swim  
Labor Representative  
Federated University Police Officers  
Association

Team Members:

Team Members:

\_\_\_\_\_  
Julene Chilson, UCOP Labor Relations

\_\_\_\_\_  
Bob LeSage, UCI, President FUPOA

\_\_\_\_\_  
Debra Harrington/Victoria Harrison, UCB

\_\_\_\_\_  
Tom Wing, UCB

\_\_\_\_\_  
Ron Nelson/Yolanda Brown/Julius Katz, UCSF

\_\_\_\_\_  
Armando Fernandez, UCD

\_\_\_\_\_  
Calvin Handy/Robert Martinez, UCD

\_\_\_\_\_  
Lawrence Luther, UCLA

\_\_\_\_\_  
Kimberly McAlpin/Karl Ross, UCLA

\_\_\_\_\_  
Henry Rosenfeld, UCR

\_\_\_\_\_  
Jan Tepper, UCSC

\_\_\_\_\_  
Dan Wyman, UCSD

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John MacPherson/Elizabeth Lea, UCSB

\_\_\_\_\_  
Marvin Castillo/Alvin Brown, UCI

The foregoing Agreement between the Regents of the University of California and the Federated University Police Officers Association, having been duly approved by both parties, is hereby executed by the undersigned authorized representative(s) of each party.

THE REGENTS OF  
THE UNIVERSITY OF CALIFORNIA

FEDERATED UNIVERSITY  
POLICE OFFICERS ASSOCIATION

By: \_\_\_\_\_  
Judith W. Boyette  
Associate Vice President  
Human Resources & Benefits

By: \_\_\_\_\_  
David Swim  
Chief Negotiator  
FUPOA

Date: \_\_\_\_\_

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Gayle Cieszkiewicz  
Executive Director  
Labor Relations

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Peter M. Chester  
Chief Negotiator  
Labor Relations

Date: \_\_\_\_\_

APPROVAL AS TO FORM:

\_\_\_\_\_  
Susan Von Seeburg  
University Counsel  
The Regents of the University of California