

MEMORANDUM OF THE NEGOTIATORS

The negotiators of this proposed Agreement affix their signatures to the 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 bargaining unit.

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 EMPLOYER
Jennifer L. Szutu
Digitally signed by Jennifer L. Szutu
Date: 2021.11.23 14:12:18 -08'00'

Jennifer L. Szutu
Chief Negotiator
Staff Relations

Director's Office / IJNS
Aaron Walker Ward
Digitally signed by Aaron Walker Ward
Date: 2021.11.23 15:27:35 -08'00'

Aaron Ward
Deputy PAD, O&B

Sherene M. Goulart Shankel
Digitally signed by Sherene M. Goulart Shankel
Date: 2021.11.23 15:44:09 -08'00'

Sherene Goulart Shankel
Security Organization

Jamee Garcia

Security Organization
Vasco Leondres Espinoza
Digitally signed by Vasco Leondres Espinoza
Date: 2021.11.23 15:51:20 -08'00'

Vasco Espinoza
Department Head
Infrastructure Maintenance and Utilities
Department (IMUD)

FOR THE UNION

Steve Balke
Chief Negotiator
SPSE-UPTE

James K. Wolford Jr.
SPSE-UPTE
Chief Steward

BARGAINING TEAM MEMBERS:

Sean Farrell

Matt Epperley

Jason Graham

Bill Shenave

Ruben Hurtado