



OFFICE OF THE PROVOST AND  
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT  
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September 3, 2025

ACADEMIC COUNCIL CHAIR AHMET PALAZOGLU  
EXECUTIVE VICE CHANCELLORS AND PROVOSTS

Dear Colleagues:

I am writing to you with my next promised update regarding ongoing negotiations between the University and the United Auto Workers (UAW) for the recently unified Academic Student Employees (ASE – TAs, AIs, Fellows, Readers, Tutors) and Graduate Student Researchers (GSR) bargaining unit that should be shared with all faculty.

During the two bargaining sessions held in August, the UAW presented nine proposals/counterproposals addressing defined contribution and University retirement plans, discipline and dismissal, community safety, housing, parking and transit, personal time off, reasonable accommodation, transitional positions, and workspace and instructional support. The UAW proposed (1) increases in paid personal time off; (2) expansion and formalization of the transitional funding pilot program that was implemented last year; (3) increases in parking and transit benefits; (4) an annual housing survey for bargaining unit employees; (5) augmenting campus response to mental health crises; and (6) expanding retirement plan access.

In turn, the University presented eight proposals/counterproposals that relate to discipline and dismissal, immigration, non-discrimination, personal time off, reasonable accommodation, respectful work environment, union security, and workspace and instructional support. The University's proposals/counterproposals related to expanding immigration protections, addressing job abandonment, and clarifying and aligning with systemwide policies. The University understands immigration is a key issue for the union, and the UC bargaining team worked closely with subject matter experts to meet the UAW where feasible on this counterproposal. In the non-discrimination and respectful work environment proposals, the University aims to align these provisions with University policy, including ensuring investigations are concluded before any arbitration hearings are conducted.

The University and UAW reached their first tentative agreement on workspace and instructional support. This positive movement underscores the constructive collaboration evident between both parties in these negotiations.

There will be three bargaining sessions in September. The bargaining team, including the two faculty members who are serving on it, is diligently reviewing the feasibility of UAW's proposals in light of our overarching goal to reach a fair contract that furthers

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UC's education and research mission and that is consistent with our operational and financial constraints.

As always, thank you for your patience with the negotiations process and your continued contributions to our academic community. I look forward to finding common ground with our union colleagues to reach a successful agreement that benefits the graduate student academic employees, the faculty, and the overall mission of University.

Best wishes,



Katherine S. Newman  
UC System Provost and  
Executive Vice President for Academic Affairs

UC Berkeley Chancellor's Distinguished Professor  
of Sociology & Public Policy

cc: President Milliken  
Chancellors  
Academic Council Vice Chair Scott  
Executive Vice President and Chief Operating Officer Nava  
Executive Vice President Rubin  
Senior Vice President and Chief Compliance Officer Bustamante  
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Associate Director/Chief Negotiator Menezes