



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

October 10, 2025

ACADEMIC COUNCIL CHAIR AHMET PALAZOGLU
EXECUTIVE VICE CHANCELLORS AND PROVOSTS

Dear Colleagues:

I am writing to you with my regular monthly update on the progress of our negotiations with 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. Please share this letter with all faculty at your earliest convenience.

Three bargaining sessions were held in September, resulting in seven tentative agreements, which means we now have a total of eight tentative agreements on contract articles. They include proposals on reasonable accommodation, labor management meetings, work-incurred illness or injury, workspace and instructional support, severability, health and safety, posting, and travel. I am very pleased – and grateful to all parties – that we have seen such positive movement. It is testimony to the constructive collaboration we enjoy with our unions.

Beyond these milestones, the University delivered for union consideration, nine additional proposals covering appointments, appointment security, ASE summer session, ASE workload, immigration, leaves, non-discrimination, respectful work environment, and union access. Our goal is to improve transparency and consistency by distinguishing between academic year and fiscal year appointments, clarify compensation for summer session under the new multipoint TA salary scales, and reaffirm the requirement that all employees meet work eligibility standards in order to hold an appointment. The University worked closely with the UC Systemwide Office of Civil Rights, UC Legal, and other systemwide policy experts on several of these important provisions, to ensure alignment with existing policies wherever possible.

For its part, the UAW put forward eleven proposals regarding discipline and dismissal, health benefits, grievance and arbitration, holidays, immigration, leaves, no strikes, non-discrimination, respectful work environment, training and orientation, and union security. Among other provisions, this package included a new fully funded Healthcare Reimbursement Arrangement and a new employee-based health plan for ASEs and GSRs (in addition to UC SHIP), modifying notice periods for discipline and dismissal cases, expanding short-term and long-term leave benefits and definitions of family member, and removing the “no strikes” article while retaining “no lockout” language.

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There will be two bargaining sessions in October. During this time, the bargaining team will continue carefully reviewing the UAW's proposals with our shared goal of reaching a fair contract that supports UC's education and research mission while also remaining consistent with our operational and financial realities.

For more information on ASE and GSR bargaining, please consult [UCnet](#) and [UC Press Room](#) websites for updates on these negotiations and information on other bargaining units.

Thank you again for your patience throughout this process and for the many ways you contribute to our academic community each day. We remain committed to working together with our union colleagues to find common ground and to achieve an agreement that supports graduate student academic employees and advances and strengthens the mission of the 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
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