



OFFICE OF THE PROVOST AND
EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

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

November 5, 2025

ACADEMIC COUNCIL CHAIR AHMET PALAZOGLU
EXECUTIVE VICE CHANCELLORS AND PROVOSTS

Dear Colleagues:

I am writing to you with my monthly update regarding ongoing negotiations between the University and the United Auto Workers (UAW) for the unified Academic Student Employees (ASE – TAs, AIs, Fellows, Readers, Tutors) and Graduate Student Researchers (GSR) bargaining unit. Please share this message with all faculty.

During the two bargaining sessions held in October, the University presented nine proposals and counterproposals addressing important topics such as grievance and arbitration, management and academic rights, no strikes, and retirement and defined contribution plans. Maintaining management and academic rights remains a key priority for the University, and additional language was proposed to reinforce the point that academic matters are outside the scope of representation, consistent with the Higher Education Employer-Employee Relations Act (HEERA), California Government Code §3562.

Building on this work, and in recognition of the importance of the immigration article, the University has presented three counterproposals on this subject, aiming to strengthen the processes and protections that support our international graduate student employees.

At the bargaining sessions, the UAW presented twelve proposals and counterproposals related to appointment notification, childcare, ASE classifications, fee remission, immigration, non-discrimination, respectful work environment, childcare, union access and rights, and ASE and GSR workload. These proposals included provisions such as 12-month appointments at 50% FTE, development of a class-size policy, establishment of regular working hours, and monthly reimbursements for childcare expenses.

The University and UAW reached two tentative agreements on definitions and GSR recognition this past month and continue to move closer on other articles. This progress reflects the constructive collaboration demonstrated by both parties throughout the negotiations.

Two additional bargaining sessions are scheduled for November. During this time, the bargaining team will actively continue reviewing proposals and counterproposals. Both parties have a shared goal of completing negotiations as soon as possible with a shared commitment to reaching a fair agreement that supports UC's education and research mission while remaining consistent with our operational and financial realities.

For up-to-date information on ASE and GSR bargaining, please see [UCnet](#) and [UC Press Room](#) websites for additional information on these negotiations and updates on other bargaining units.

Thank you for your continued patience and dedication throughout this process, and for the many ways you contribute to our academic community each day. We remain committed to working collaboratively with our union colleagues to find common ground and to reach an agreement that supports our graduate student employees and faculty and strengthens the University's teaching and research mission.

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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