

SIDE LETTER AGREEMENT

The University of California (“University”) and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 4811 (“UAW” or “Union”), (collectively referred to as the “Parties”), agree to consolidate the existing separate Panels of Arbitrators applicable to the Academic Researchers (“RA”), Academic Student Employees (“BX”), Graduate Student Researchers (“BR”), and Postdoctoral Scholars (“PX”) collective bargaining units into a single unified Panel of Arbitrators.

1. General Considerations

- Effective upon execution of this Agreement, the existing Panels of Arbitrators for the RA, BX, BR, and PX bargaining units shall be merged into a single, unified Panel of Arbitrators.
- The Panel of Arbitrators shall be utilized for all arbitration proceedings initiated under the respective UC/UAW 4811 collective bargaining agreements governing the RA, BX, BR, and PX bargaining units.

2. Selection of Arbitrators

- The Parties agree to the following individuals as members of the consolidated Panel of Arbitrators:
 - Sara Adler
 - Norman Brand
 - Mark Burstein
 - Christopher Cameron
 - Douglas Collins
 - Andrea Dooley
 - Ann Andrews Ellis
 - David Weinberg
 - Matthew Goldberg
 - Joe Henderson
 - Fred Horowitz
 - Najeeb Nabil Khoury

- Jill Klein
- Andria Knapp
- Jonathan Monat
- Yuval Miller
- Guy Prihar
- Michael Prihar
- Juan Carlos Gonzalez
- Paul Roose
- Jan Stiglitz

3. Process for Arbitrator Selection

- Arbitrators shall be selected pursuant to the grievance and arbitration procedures under the respective UC/UAW 4811 collective bargaining agreements governing the RA, BX, BR, and PX bargaining units.

4. Other Considerations

- This Agreement shall remain in effect through the duration of the respective PD, RA, BR, and BX collective bargaining agreements. It may be renewed or modified by mutual agreement of the Parties.
- This Agreement does not modify any other terms of the collective bargaining agreements applicable to the RA, BX, BR, or PX units except as expressly stated herein.

For the University:

Date: 3/19/2025



Daniel Menezes

Associate Director – Chief Negotiator

UC Office of the President

For the Union:

Date: 3/18/2025



Rafael Jaime

President

UAW 4811