



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR  
LABOR RELATIONS

OFFICE OF THE PRESIDENT  
1111 Franklin Street  
Oakland, California 94607

June 6, 2025

*Sent Via Electronic Mail*

Michael McCown  
UAW Local 4811  
2730 Telegraph Ave., Floor 1  
Berkeley, CA 94705  
[mmccown@uaw4811.org](mailto:mmccown@uaw4811.org)

**RE: Sunshine Notice – Initial Proposals for Successor Agreement for merged Academic Student Employees (“BX”) unit and Graduate Student Researchers (“BR”) unit**

Dear Michael McCown,

Pursuant to the [Higher Education Employer-Employee Relations Act](#) (HEERA), [California Government Code § 3595, Article 36](#) (“Duration”) of the Academic Student Employees (“BX”) unit, and [Article 36](#) (“Duration of Agreement”) of the Graduate Student Researchers (“BR”) unit, the University of California provides this public notice of its initial bargaining proposals to UAW Local 4811 for a successor collective bargaining agreement (“CBA”) merging the BX and BR bargaining units.

The University has developed goals and principles that inform our bargaining proposals. Recognizing that these employees are uniquely positioned as both students and employees, our goals include:

- Strengthen our partnerships with UAW to facilitate long-term implementation and administration of the contract in a way that supports our workforce.
- Promote operational excellence while accounting for financial challenges, with proposals that are grounded in our operational and fiscal reality and support the University’s ability to meet future challenges and uncertainties.
- Retain some of the unique features of the original bargaining units, with a focus on improving clarity of existing contract language.
- Further UC’s mission of teaching and research by balancing students’ concerns as employees with the UC’s stewardship of their education.
- Address implementation and operational concerns that emerged as a result of our last agreement with the BR/BX units.

The following represents a list of those articles in the BX unit CBA and BR unit CBA that the University will propose to change, modify, or amend. In addition to these articles, the University reserves the right to amend or incorporate appendices and side letters during the bargaining process.

Article 1 – Recognition	Merge agreements and make changes
Article 2 – Appointments	Merge agreements and make changes

Article 3 – Appointment Security	Merge agreements and make changes
Article 4 – Childcare	Merge agreements and make changes
Article 6 - Definitions	Merge agreements and make changes
Article 7 – Discipline and Dismissal	Merge agreements and make changes
Article 8 – Emergency Layoff	Merge agreements and make changes
Article 9 – Employment Files	Merge agreements and make changes
Article 10 – Fee Remission	Merge agreements and make changes
Article 11 – Grievance and Arbitration	Merge agreements and make changes
Article 13 – Health Benefits	Merge agreements and make changes
Article 17 – Leaves	Merge agreements and make changes
Article 18 – Management and Academic Rights	Merge agreements and make changes
Article 20 – Nondiscrimination in Employment	Merge agreements and make changes
Article 21 – Parking	Merge agreements and make changes
Article 22 – GSR Personal Time Off	Make changes
Article 25 – Respectful Work Environment	Merge agreements and make changes
Article 27 – ASE Summer Sessions	Make changes
Article 28 – Required Training and Orientation	Merge agreements and make changes
Article 30 – Union Access and Rights	Merge agreements and make changes
Article 31 – Union Security	Merge agreements and make changes
Article 32 – Wages	Merge agreements and make changes
Article 34 – Workload (ASE) / Time & Effort (GSR)	Make changes
Article 36 – Workspace Support	Merge agreements and make changes

The University reserves the right to open any other articles not listed above as necessary and appropriate during the course of negotiations.

This notice is being provided to fulfill the public notice (sunshine) requirements under HEERA and California Government Code § 3595, and will be scheduled for presentation and public comment at <https://UCOP.zoom.us/j/91212015557?from=addon> on June 23<sup>rd</sup>, 2025. No formal negotiations shall commence until this process is completed in accordance with HEERA and California Government Code §3595. The parties have mutually agreed to schedule negotiations on or after July 7, 2025.

Please do not hesitate to contact me should you need further information.

Sincerely,

*Daniel Menezes*

Chief Negotiator – Systemwide Labor Relations