

# UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR  
LABOR RELATIONS

OFFICE OF THE PRESIDENT  
1111 Franklin Street  
Oakland, California 94607

June 12, 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 Collective Bargaining Agreement for Student Support/Advisory Professionals (SSAP) Bargaining Unit.**

Dear Michael McCown,

Pursuant to the [Higher Education Employer-Employee Relations Act](#) (HEERA) and [California Government Code § 3595](#), the University of California provides this public notice of its intent to enter into negotiations with the United Auto Workers (UAW), the exclusive representative of the newly certified Student Support/Advisory Professionals (SSAP) bargaining unit. This unit includes approximately 4,875 staff employees working in critical areas of student services, academic advising, admissions, financial aid, career development, and other student-centered support roles across all UC campuses.

The University has developed goals and principles that inform our bargaining proposals:

- The University seeks to build a collaborative and sustainable labor-management relationship with UAW that enhances employee experience and supports effective contract administration over time.
- Promote operational excellence while accounting for financial realities, with proposals that are grounded in our operational and fiscal reality and support the University's ability to meet future challenges and uncertainties.
- Further UC's mission by achieving a contract that supports the University's fundamental pillars of teaching, research, public service, and healthcare, recognizing the valuable contributions of SSAP employees to the University.

In this round of negotiations, the University intends to propose and discuss topics that are typical of first agreements and responsive to the structure of the unit. These areas may include, but are not limited to:

- Recognition
- Management Rights

- Appointments
- Compensation
- Defined Contribution and University Retirement Plan(s)
- Health Benefits
- Holidays
- Vacation
- Employee Files
- Hours of Work
- Labor Management Meetings
- Layoff and Reduction in Time
- Leaves
- Grievance and Arbitration Procedures
- Discipline and Dismissal
- Parking and Transit
- Health and Safety
- Union Access and Rights
- Non-Discrimination in Employment
- No Strikes
- Transfer/Promotion/Reclassification
- Duration and Severability of the Agreement

The University reserves the right to add to, modify, or withdraw any topics during the course of bargaining, consistent with good faith negotiation practices.

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 on:

Wednesday, June 18, 2025, from 1:00pm – 2:30pm via Zoom at  
<https://UCOP.zoom.us/j/99059799648?from=addon>  
 or by phone: 1-669-219-2599, use Meeting ID: 990 5979 9648

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