

SIDE LETTER AGREEMENT

The University of California (“University”) and the University Council - American Federation of Teachers (“UC-AFT” or “Union”), (collectively referred to as the “Parties”), agree to consolidate the existing separate Panels of Arbitrators applicable to the Non-Senate Instructional Unit (“IX”), and Professional Librarians Unit (“LX”) 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 IX and LX 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/UC-AFT collective bargaining agreements (“CBA”) governing the IX and LX bargaining units.

2. Selection of Arbitrators

- The Parties agree to the following individuals as members of the consolidated Panel of Arbitrators:
 1. Sara Adler
 2. Anne Andrews Ellis
 3. Mark Burstein
 4. Chris Cameron
 5. Kenneth Cloke
 6. Doug Collins
 7. Andrea Dooley
 8. Ruth Glick
 9. Juan Carlos Gonzalez
 10. Joe Henderson
 11. Fred Horowitz
 12. John LaRocco
 13. Gregory Lim
 14. Robin Matt
 15. Jonathan Monat
 16. Ken Perea
 17. Risë Jones Pichon
 18. Paul Roose
 19. Katherine Thompson
 20. Carol Vendrillo
 21. David Weinberg

3. Process for Arbitrator Selection

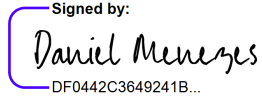
- Arbitrators shall be selected pursuant to the grievance and arbitration procedures under the respective UC/UC-AFT collective bargaining agreements governing the IX and LX bargaining units.

4. Other Considerations

- This Agreement shall remain in effect through the duration of the IX and LX collective bargaining agreements, with the IX CBA expiring on June 30, 2026; and the LX CBA expiring on January 1, 2029. This Agreement 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 IX and LX units except as expressly stated herein.

For the University:

Date: 10/16/2025

Signed by:

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Daniel Menezes

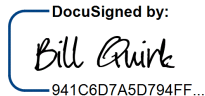
Executive Director

Systemwide Labor Relations

UC Office of the President

For the Union:

Date: 10/16/2025

DocuSigned by:

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Bill Quirk

Executive Director

UC-AFT