

10/8/2025

Dear Mr. Santucci,

We are writing to you as two bargaining teams representing over 12,000 staff members of the University of California in the Research and Public Service Professionals - United Auto Workers (RPSP-UAW) and the Student Services and Advising Professionals (SSAP-UAW) bargaining units.

As you are no doubt aware, on September 15th, 2025, RPSP-UAW was certified by the Public Employment Relations Board (PERB) as the representative for 7,000 UC staff across 17 job titles. The RPSP bargaining team is ready to negotiate a contract that addresses the needs of Research and Public Service Professionals and the critical research and educational missions we support, and hereby demands to bargain with the University of California.

Throughout our process of forming a union, RPSPs have been closely collaborating with our coworkers in the SSAP-UAW bargaining unit, representing 5,000 UC staff across 15 job titles. Both of our units are currently covered by the Personnel Policies for Staff Members (PPSM), and share many common issues. Such common concerns include creating fair wage scales, improving University benefits, establishing fair remote and hybrid work regulations, protections from harassment and discrimination, creating a respectful work environment, and guaranteeing our rights through an enforceable, timely grievance and arbitration process, among others. We believe these issues can be best addressed at a shared bargaining table.

The SSAP-UAW bargaining team concurs with this assessment. We, too, believe a shared table is the best way to facilitate communication and expeditiously reach fair agreements between UC management and the over 12,000 newly UAW-represented staff. We hope UC management will be amenable to this kind of commonsense solution to the challenges of collective bargaining, which will be critical in establishing an overall positive relationship with UAW represented staff as we work toward an agreement that improves the lives of SSAPs and RPSPs and the critical research and educational missions we support.

Please let us know as soon as possible if you concur so that we can plan accordingly. We can be prepared to bargain jointly as soon as the already scheduled October 29th bargaining session. We can also make ourselves available to discuss what a shared table would look like and answer any outstanding questions you may have.

We look forward to meeting you together at the bargaining table.

Sincerely,

RPSP-UAW Bargaining Team:

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SSAP-UAW Bargaining Team:

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