



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607

December 4, 2025

Sent Via Electronic Mail

Michael McCown
UAW Local 4811
2730 Telegraph Ave., Floor 1
Berkeley, CA 94705
mmccown@uaw4811.org

RE: Sunshine Notice – Initial Proposals for Collective Bargaining Agreement for Research and Public Service Professionals (RPSP) 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 Research and Public Service Professionals (RPSP) bargaining unit. This unit includes approximately 7,221 staff employees working in critical areas of data collection and analysis, and research and public service programs, including grant administration 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:

Tuesday, December 9, 2025, from 2:00pm – 3:30pm via Zoom at
<https://UCOP.zoom.us/j/99418939762?from=addon>
 or by phone: 1-669-444-9171, use Meeting ID: 994 1893 9762

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

Sincerely,

Guillermo Santucci

Chief Negotiator – Systemwide Labor Relations