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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

OFFICE OF THE PRESIDENT
1100 Broadway
Oakland, California 94607

October 16, 2025

Sent via email

Subject: Response to Request for Joint Bargaining

Dear Representatives of the RPSP-UAW and SSAP-UAW Bargaining Teams,

We have received your letter of October 8, 2025, regarding your proposal to conduct joint bargaining sessions for the Research and Public Service Professionals (RPSP-UAW) and Student Services and Advising Professionals (SSAP-UAW) units.

We appreciate the shared priorities between the two groups. After reviewing your proposal, the University agrees that a shared bargaining table represents a practical and constructive approach to address common issues efficiently and to support the important work both groups contribute to the University's mission.

We will be prepared to move forward with joint bargaining beginning with the scheduled October 29th session. Our team will follow up soon to coordinate logistics and confirm next steps so that we can all come to the table ready for productive discussions.

We look forward to working together as we continue this necessary and important process.

Sincerely,

Guillermo Santucci

Guillermo Santucci

Chief Negotiator UCOP

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:

Nikta Akhavan, PROJECT POLICY ANL 3, UC Berkeley

Erica Wilson, PROJECT POLICY ANL 4, UC Berkeley
Anthony Gin, RSCH ADM 3, UC Davis
Brianna McGuire, ACAD PRG MGT OFCR 3, UC Davis
Caro Cormack Orellana, FIELD RESEARCHER 4, UC Los Angeles
Kim Schweigman, RSCH CMPLNC ANL 3, UC Los Angeles
Greg Hester, RSCH ADM 3, UC San Diego
Simeon Benit, RSCH DATA ANL 2, UC San Diego
Myiesha Phelps, FIELD RESEARCHER 3, UC San Diego
Lee Einhorn, RSCH ADM 3, UC San Francisco
Eve Perry, CMPTL AND DATA SCI RSCH SPEC 4, UC San Francisco
Austin Edwards, BIOINFORMATICS PROGR 3, UC San Francisco
George Boulos, RSCH ADM 3, UC Santa Barbara

SSAP-UAW Bargaining Team:

Christine Mullarkey, STDT SVC ADVISOR 4, UC Berkeley
Meg Kan, ADVOCATE 3, UC Santa Cruz
Daisy Ruiz, STDT SVC ADVISOR 3, UC Riverside
Janean Kromka, STDT ACAD ADVISOR 3, UC San Diego
Jonah Taranta-Slack, HEALTH EDUC 2, UC San Francisco
Karen Linam, STDT ACAD SPEC 3, UC Merced
Kerri McCanna, STDT LIFE DEV SPEC 4, UC Irvine
Leo Lamanna, STDT ACAD ADVISOR 3, UC Davis
Nandini Inmula, CAREER SVC SPEC 3, UC Los Angeles
Sean Campbell, ADMISSIONS RECRMT SPEC 3, UC Los Angeles
Tori White, ACAD ACHIEVEMENT CNSLR 3, UC Davis
Ziva Armstrong, STDT ACAD ADVISOR 4, UC Berkeley
Seneca Ryan, STDT SVC ADVISOR 2, UC Santa Barbara