



April 15, 2025

As we've emphasized throughout our communications—in early April, February, and last November—the University of California remains steadfast in our commitment to reaching fair contract agreements with AFSCME and UPTA. In this era of political instability and significant funding challenges, we aim to collectively align with our labor partners to advocate for UC's continued mission and impact.

UC returns to the bargaining table with AFSCME tomorrow after receiving assurances from the Union that it is prepared to make substantive movement on proposals—a flexibility we've consistently demonstrated since January 2024. Despite our repeated outreach and willingness to negotiate, UPTA continues to decline our invitations to return to the bargaining table.

We believe the unions will recognize our common challenges and understand the importance of reaching a consensus on several key issues rather than maintaining adversarial positions. The current situation presents opportunities for collaborative approaches that could benefit the University of California system and its valued employees.