

**TIMELINE: *Umaña Muñoz, et al v. Regents University of California***

There are approximately 54,509 undocumented college students who are not eligible for DACA, and 14,000 undocumented students graduating from high school each year in California. Without the ability to work on campus or pursue paid positions in higher education such as research assistants, many undocumented students must work in the underground economy. They often earn less and struggle to meet tuition costs and cover basic needs such as housing and food.

**In 2022:** Students and faculty at the University of California campuses begin advocating for the University of California to open all student jobs to individuals enrolled, regardless of immigration status.

**May 2023:** The UC Regents establish a working group to consider changing their policy. That group eventually suspends its work citing concerns that hiring undocumented students would violate the federal law known as the Immigration Reform and Control Act, or IRCA.

**In 2024:** The California legislature passes the Opportunity for All Act (AB 2586). The measure requires state public universities to make employment opportunities available to all students regardless of their immigration status.

**September 22, 2024:** Governor Gavin Newsom vetoes the measure, stating “it is critical for that the court address the legality of such a policy and the novel theory behind this legislation.”

**Oct 1, 2024:** Following the governor’s veto, an undocumented alumnus of UCLA and a researcher file a lawsuit, known as a writ of mandate, in the California Court of Appeal First Appellate District. That suit challenges the UC Regents’ policy that denies employment opportunities to some students based solely on immigration status, arguing that IRCA does not apply to state employers. The suit also challenges the UC Regents’ policy as a violation of California’s Fair Employment and Housing Act’s (FEHA) prohibition on immigration status discrimination.

A writ of mandate is available when an issue is of great public importance and must be resolved promptly. The petitioners are represented by attorneys with the Center for Immigration Law and Policy (CILP) at the UCLA School of Law, National Day Laborer Organizing Network, and Altshuler Berzon LLP.

**Oct. 10, 2024:** The court of appeal denies the writ of mandate request in a one-page order.

**Oct. 21, 2024:** Attorneys for the petitioners file a petition for review with the California Supreme Court.

**Dec. 18, 2024:** The California Supreme Court overturns the lower court decision, ruling the Regents must respond to the students' petition and ordering the state Court of Appeal to rule on the merits of the case.

**April 22, 2025:** The Court of Appeal sets oral argument for May 13, 2025.

**Aug. 05, 2025:** [The Court of Appeal rules](#) that the University of California's policy denying educational job opportunities to undocumented students is discriminatory.

**Aug. 22, 2025:** University of California files an appeal with California Supreme Court

**Oct. 29, 2025:** [The California Supreme Court denies](#) the University of California's appeal for review. It reaffirms the Court of Appeals ruling, which states that the University of California's policy denying educational job opportunities to undocumented students is discriminatory.

**Oct. 30, 2025:** The Court gives the University 30 days before its order takes effect.