

IFPTE Local 21 2026 MOU Negotiations

Negotiation Ground Rules

The City of San Jose (“City”) and the AEA, AMSP, and CAMP Chapters of IFPTE Local 21 (“Union”) agree to the following procedures for conducting the labor negotiations processes between the City and Union under the Meyers-Milias-Brown Act, California Government Code section 3500 et seq.

1. Purpose: The purpose of the parties is to reach an agreement on a new Collective Bargaining Agreement.
2. Meeting Locations: Bargaining sessions will be held at a mutually agreeable location determined by the parties.
3. Budget Table: The City will hold a joint budget table with IFPTE Local 21, MEF-AFSCME Local 101, and the Budget Office.
4. Meeting Dates and Times: Meeting dates and times will be scheduled by the parties’ identified representative. The parties will make reasonable efforts to discuss any changes to a scheduled bargaining meeting at least forty-eight (48) hours in advance.
5. Negotiation Teams: Each team will have permanent members and chief spokesperson. However, the parties may change team members during the negotiation process upon advance notice to the other team. The Union may bring in Subject Matter Experts as needed.
6. Written Proposals: Proposals and counterproposals shall be submitted in writing. Any written item signed by the chief spokesperson will be considered part of a Tentative Agreement.
7. Information Requests: Requests for information shall be made in writing and responded to within ten (10) business days. If a party believes an information request has not been fully addressed, that party shall notify the other party in writing to request a follow-up response.
8. Good Faith: The parties shall negotiate in good faith in their attempt to reach agreement in collective bargaining.
9. Direct Dealing: The parties shall abide by their obligations under state law with respect to direct dealing.

10. Caucus: A party may caucus at any time, with the understanding that the caucus time will be reasonable. The City will provide the Union a dedicated caucus room equipped with Zoom capability.

For the Union:

_____ Chief Spokesperson Printed Name Krista De La Torre	_____ Signature	_____ Date
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For the City of San Jose:

_____ Chief Spokesperson Printed Name	_____ Signature	_____ Date
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