

## IFPTE Local 21 2026 MOUA 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 ground rules while engaging in~~ 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~~. MOA.
2. Meeting Locations: Bargaining sessions will be held at a mutually agreeable location determined by the parties. Either party may request a modification to the meeting location with at least forty-eight (48) hours advance notice should there be a need to relocate due to scheduling conflicts.
3. City’s Budget Information Session Table: The City will hold ~~one (1) a~~ joint budget ~~table~~ with information session with IFPTE Local 21, MEF-AFSCME Local 101, and the Budget Office for the purpose of discussing the City’s five-year budget forecast.
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~~ negotiator(s). 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, with at least two (2) working days advance notice.
6. Written Proposals: Proposals and counterproposals shall be submitted in writing, labeled as “Union Proposal” or “City Proposal,” and assigned a number. Any written item signed by the chief ~~spokesperson~~ negotiator will be considered part of a Tentative Agreement.
7. Information Requests: Requests for information by the Union shall be limited to information that is necessary and relates to the scope of representation of their membership. Requests for information shall be made in writing and responded to within ten ~~acknowledged by the City within~~ (10) business days. The City will provide a response to the request for information on a rolling basis, and the Union shall be notified of the anticipated completion date. ~~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. For meetings that occur at City Hall, the City will provide the Union a dedicated caucus room equipped with Zoom capability.
11. Proposal Deadline: The parties agree that in an effort to reach an overall agreement for a successor MOA in a timely manner, the parties must submit any new economic and non-economic proposals as part of these negotiations no later than March 27, 2026.

**For the Union:**

\_\_\_\_\_  
~~Chief Spokesperson Printed~~  
 Name Krista De La Torre – Chief  
Negotiator for the Union

\_\_\_\_\_  
 Signature

\_\_\_\_\_  
 Date

**For the City of San Jose:**

\_\_\_\_\_  
~~Chief Spokesperson Printed~~  
 Name Co-Chief Negotiator

\_\_\_\_\_  
 Signature

\_\_\_\_\_  
 Date