

2026 CITY OF SAN JOSE – AEA, AMSP, AND CAMP NEGOTIATIONS

CITY COUNTERPROPOSAL TO IFPTE PROPOSAL #16 – ARTIFICIAL INTELLIGENCE AND TECHNOLOGICAL CHANGE

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND

ASSOCIATION OF ENGINEERS AND ARCHITECTS (AEA) IFPTE, LOCAL 21
ASSOCIATION OF MAINTENANCE SUPERVISORY PERSONNEL (AMSP) IFPTE, LOCAL 21
CITY ASSOCIATION OF MANAGEMENT PERSONNEL (CAMP) IFPTE, LOCAL 21

Artificial Intelligence

The City has a current Artificial Intelligence Policy that includes prohibited uses of AI systems, such as, real-time and covert biometric identification, emotion analysis, fully automated decisions that substantially impact the rights or safety of individuals with no meaningful oversight, and social scoring and cognitive behavioral manipulation of people or specific vulnerable groups.

In an effort to add further clarification to the City’s Artificial Intelligence Policy, the parties agree to the attached changes which further clarify that AI shall not be used as the sole determining factor in the hiring, promotion, discipline or evaluation of employees. These changes shall become effective as soon as practicable upon agreement by all recognized bargaining units.

The parties further agree to convene an annual Labor Management Meeting to discuss issues related to AI and technology. The meeting will be attended by the Director of the Information Technology Department or their designee, who must be at the level of Deputy Director or above.

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reach and both ratified by union members and approved by City Council.*

FOR THE CITY:

FOR THE UNION:

Aram Kouyoumdjian Date
Director of Employee Relations
Director of Human Resources
City of San José

Krista De La Torre Date
Business Representative
IFPTE, Local 21

Aric Johnson Date
President, AEA, IFPTE, Local 21

Jesse Perez Date
President, AMSP, IFPTE, Local 21

Michael Jun Date
President, CAMP, IFPTE, Local 21