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SEIU Local 99 Proposal #1

November 1, 2024

New Article- All Units (B, C, F, G)

ARTICLE __ Technological change

Technological change is inevitable yet if not appropriately and thoughtfully implemented it can have impactful negative consequences to the students we serve and those doing the work to support student learning. The parties define technological change as follows:

- a. the introduction by the Employer of equipment, or material, systems or software of a different nature than that previously utilized
- b. a change in the Employer's operation directly related to the introduction of that equipment, or material, systems or software.

The purpose of technological change is to improve conditions and outcomes for students and those that support their education and care for them, it should never be used to displace workers, undermine their income or create added duties without compensation. The parties commit to the principle of ensuring that all workers receive the appropriate training and compensation for any new technology adopted and that affected workers will be given the opportunity to receive the required education and training to transition to new jobs that may be created due to the technological change as opposed to being laid off.

The parties agree that before the district decides to implement any new technologies or change in work processes that affect SEIU Local 99 bargaining unit members' wages, benefits and/or working conditions it shall notify the Union in writing at least 180 days in advance of the considered date of implementation and shall upon request promptly bargain with the Union over the decision, impact and effects of the proposed new technology. The notice should include at least the following information: "the business case and all other documentation that demonstrates the need for the technological change and the complete formal and documented risk assessment that was undertaken as the change pertains to the employees impacted." LAUSD shall not implement any new technology in any way until negotiations have been concluded and the parties have a signed agreement. Below is a list of potential technological changes, such list is not comprehensive nor does it create any limits on what the Union can demand to bargain over, it is merely to lay out some agreed upon subjects of what we define as technological change:

- 1- Generative artificial intelligence applications
- 2- Change in source of fuel for any vehicle or equipment requiring energy. (Ex gas powered to electric powered)

SEIU Local 99 reserves the right to add, modify or delete any or all proposals throughout the course of negotiations with Los Angeles Unified School District (LAUSD).

- 3- Utilization of any form of biometric software or equipment. (individuals are owners of all their personal data including their biometric data as well as their physical appearance)
- 4- Cameras and surveillance equipment in facilities/workplaces. Camera and surveillance equipment in vehicles.
- 5- Surveillance equipment in software or software applications.
- 6- Use of personal equipment for District business.

Electrification of the bus fleet

It is acknowledged that the district is currently in the process of electrifying its buses and it will include changes in the infrastructure of the district as well as potential changes in jobs. The principles laid out in the section above shall apply to this process even though it is ongoing. The parties are hereby reaffirming that all work that is part of our bargaining unit shall remain in the bargaining unit and the district shall provide the necessary training to ensure that all workers that currently work in the district shall remain working in the district with at least no loss of income or compensation. The parties agree to promptly meet and confer to jointly lay out a timeline and to establish how the substitution of buses from natural gas to electric will happen and when and how there may be changes in the district infrastructure to store the buses and maintain them.

The district will not introduce new buses or any change of infrastructure until the parties have concluded their negotiations.