

Transit Division Tech Update



June 10, 2026

Ed Wytkind, Senior Technology Advisor

Who Said It?

“Right now, you have more regulations, ten times more regulations, to open a nail salon on Capitol Hill than you have into one of the most promising yet one of the most dangerous technologies ever invented.”

Pope Leo XIV Joins Global AI Debate



The New York Times

Pope Leo Warns of Risks From A.I. in 42,300-Word Encyclical

“It is not enough to invoke ethics in the abstract; robust legal frameworks, independent oversight, informed users and a political system that does not abdicate its responsibility are required. A more moral AI is not enough if that morality is determined by a few.”

— Pope Leo XIV May 25, 2026

Public Stands With TWU

81% in states with competitive Senate races want guardrails



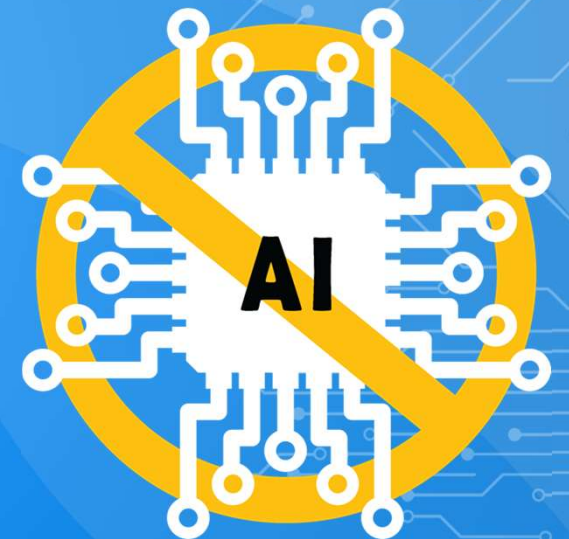
81% in toss-up House districts want guardrails



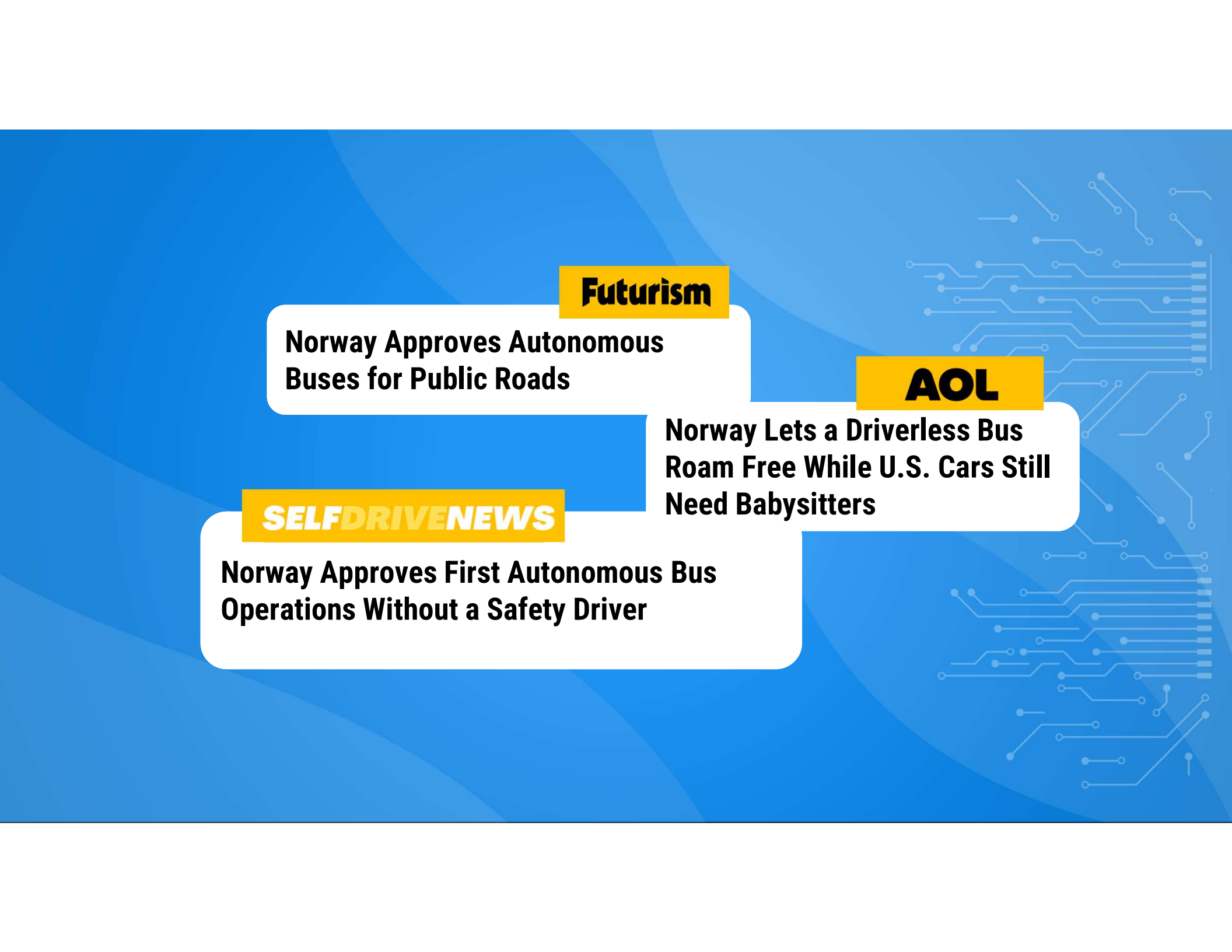
81% overall want government guardrails



84% wants states to regulate AI



Source: Alliance for a Better Future, March 2026; Intelligence Policy Institute, Feb 2026



Futurism

Norway Approves Autonomous Buses for Public Roads

AOL

Norway Lets a Driverless Bus Roam Free While U.S. Cars Still Need Babysitters

SELFDRIVENews

Norway Approves First Autonomous Bus Operations Without a Safety Driver



Waymo Troubles Mount

The New York Times

**Waymo Suspends Service in Six Cities
After Cars Drove Into Flooded Roads**

CNN

**'Driving like teenagers':
Waymo robotaxis have run red lights and
nearly hit pedestrians, CNN finds**

TC TechCrunch

**Waymo halts freeway rides
after robotaxis struggle in construction zones**



Japan Airlines to Replace Workers with Humanoid Robots

Tech Bargaining

PRINCIPLES



NEGOTIATE,
NOT JUST
TALK ABOUT
TECH &
INNOVATION



ADVANCE
NOTICE



BROAD
DEFINITION OF
TECH



PROTECT THE
ROLE OF THE
HUMAN AS
NEW TECH
EMERGES



GROWTH &
"JOB
CAPTURE"



EMPLOYER
PAID
TRAINING TO
UPSKILL AND
FOR NEW JOBS



PROCESS TO
ENGAGE
EMPLOYERS

TWU Model Tech Contract Language

Technology and Service Innovations

1

The Employer and the Union agree that new technologies and service innovations shall be implemented through cooperation and only after the Employer and the Union have reached agreement.

2

New technology shall be **defined** as autonomous buses, vans, other vehicles, trains, battery-electric or zero-emission buses, robotics, machines and other technologies that automate, replace, substitute for or materially eliminate, decrease or otherwise change the type or manner of work performed by bargaining unit employees.

3

Service innovations shall be **defined** as on-demand, first/last mile, Bus Rapid Transit, micro-transit, partnerships with Transportation Network Companies (TNCs) and other private mobility providers, bikeshare and other changes to or enhancements of mobility services through the use of technology.

4

The Employer **shall not implement** new or modify existing technology or service innovation, as defined in 2 and 3, respectively, **until an agreement is reached with the Union.**



TWU Model Tech Contract Language

5

The Employer shall provide the Union at least **180 days' written notice** prior to implementing or initiating a procurement to implement any new technology or service innovation as defined in 2 and 3. The Employer and the Union agree to the following process:

- a) Upon receipt of a 180 days' notice from the Employer of plans to implement new technology or new service innovation, the Union must **request bargaining and submit Information Requests within 45 days** of receiving the Employer's notice. The Employer must respond to Information Requests within 30 days.
- b) For upgrades, modifications and extensions of existing technologies and service innovations the Employer shall provide the Union at least **60 days' notice** prior to implementation.

6

The Employer **shall not deploy autonomous transportation vehicles [or trains where applicable] of any size or class until an agreement is reached with the Union.** There shall be a qualified bargaining unit **operator on-board** any autonomous transportation vehicle [or train where applicable] deployed by the Employer no matter the type or level of service. The Employer shall not implement new or modify or extend existing technology that directly or indirectly causes the **discharge or layoff** of any bargaining unit employees or a reduction in pay or benefits. This section applies to all bargaining unit employees including those that **service, repair and maintain the vehicles.**



TWU Model Tech Contract Language

7

Any **new jobs or job tasks created** by a new technology or service innovation shall be performed by bargaining unit employees and the Employer shall **pay for and provide the training required**. A Joint Union-Management Training Committee shall be established to develop and implement training programs.

8

Technology shall not be implemented or used to **collect data** about bargaining unit employees until the Employer and the Union have reached written mutual agreement on topics including, but not limited to, **data collection processes, privacy, use, retention and transparency**. The Employer shall not use technology, system or application of any type to monitor or surveil employees unless the Employer and the Union expressly agree in writing.

Employees shall have access, within ten (10) business days of request, to any data collected on them and the Union shall have access within ten (10) business days of request, to data collected on any bargaining unit employees insofar as it is necessary for representation of employees. Data shall be provided in a machine-readable and interpretable format.



TWU Model Tech Contract Language

Data collected through any technology shall only be used solely to assess and improve safety, security and training, and **shall not be used for any other purpose such as employee review, discipline, productivity assessment, promotion or demotion, dismissal or any other actions** except in cases involving substantiated allegations of gross negligence or criminal misconduct. The Employer is strictly prohibited from mining or aggregating data for analytics or inferences about worker performance, productivity or behavior.

The Employer shall not disclose, transfer or provide access to any data collected to any third party, including vendors, contractors, consultants or government entities, except as required by law and with immediate written notice to the affected employee(s) and the Union.

Any disputes arising out of this process shall be subject to the grievance and arbitration procedures under the collective bargaining agreement covering affected employees.



Transit Division Technology Committee

- Review Committee Purposes
- Appointments Update
- Locals' Internal Technology Committees
- Technology Committee Meeting Schedule



Ongoing International Union Support

- Continue Recurring Meetings
- Presentations Before Your Boards
- Support Your Negotiations Over Technology
- Help You Develop Messaging & Counternarrative in Your Cities
- Draft Letters to Management/Local Politicians/Transit Board Members