



# TECHNOLOGY IN TRANSIT: *AUTOMATED VEHICLES & SURVEILLANCE*


BLACK CAUCUS – MAY 2026


# WHAT IS ARTIFICIAL INTELLIGENCE (AI)?

- “AI” refers to systems or machines that can mimic human intelligence to perform tasks such as learning, problem-solving, decision-making, and pattern recognition.

1950's  Artificial intelligence (AI)  
*Human intelligence exhibited by machines*

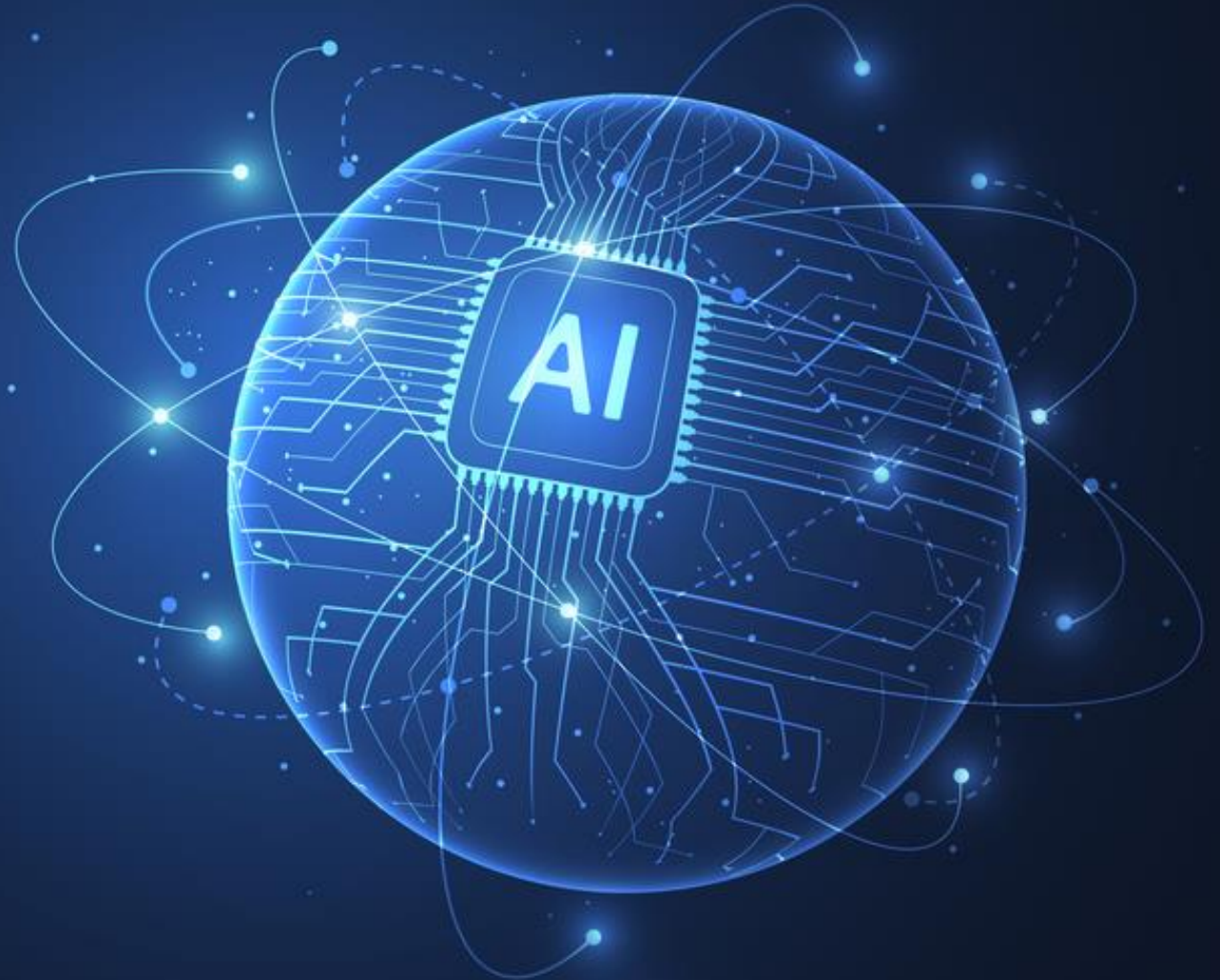
1980's  Machine learning  
*AI systems that learn from historical data*

 **AI systems are programmed by humans, deployed by humans, and controlled by humans**

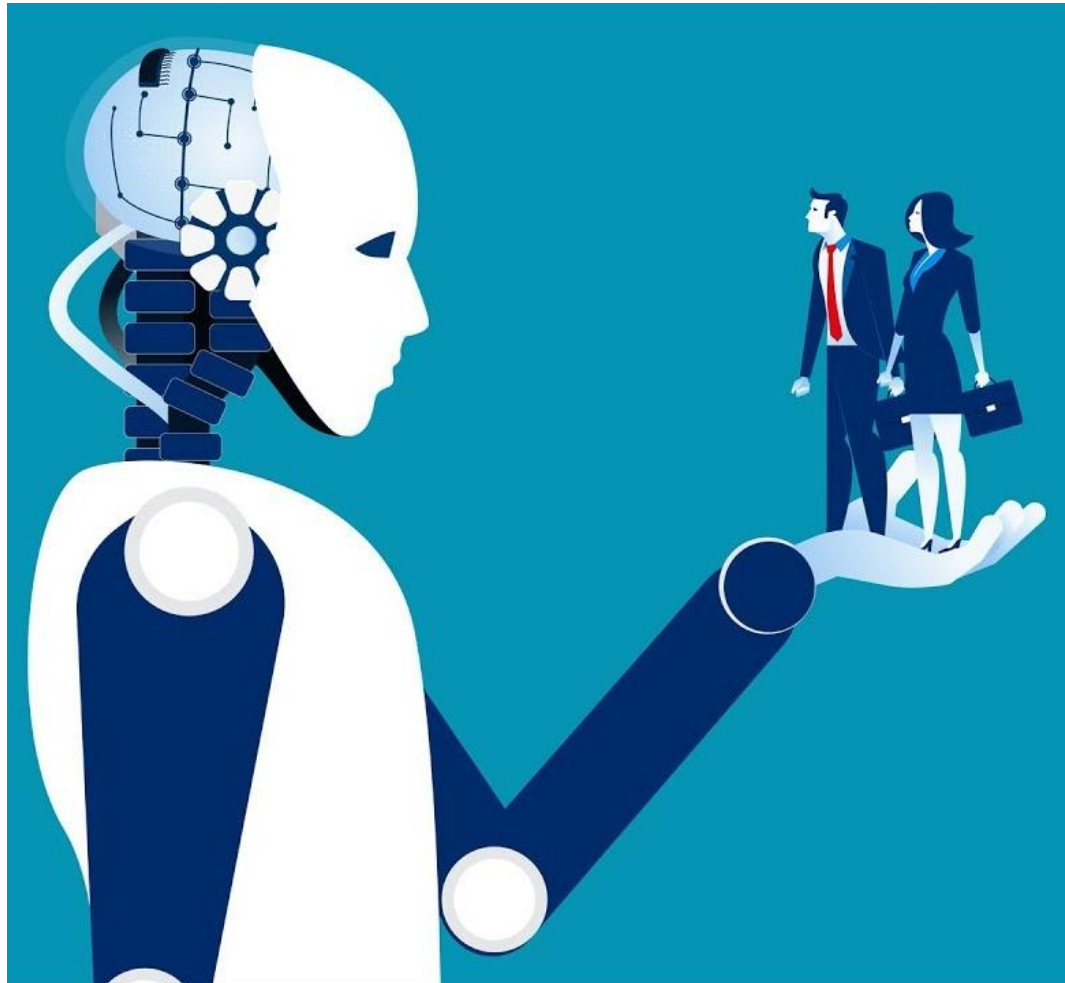
2020's  Generative AI (Gen AI)  
*Deep learning models (foundation models) that create original content*

## THE RISKS:

- Job Displacement & Outsourcing
- Overreliance on algorithmic systems & Deskilling
- Transparency & Accountability
- Accuracy & Fairness
- Privacy & Cyber Security
- Environmental Impact



# HOW IS TECH CHANGING WORK?

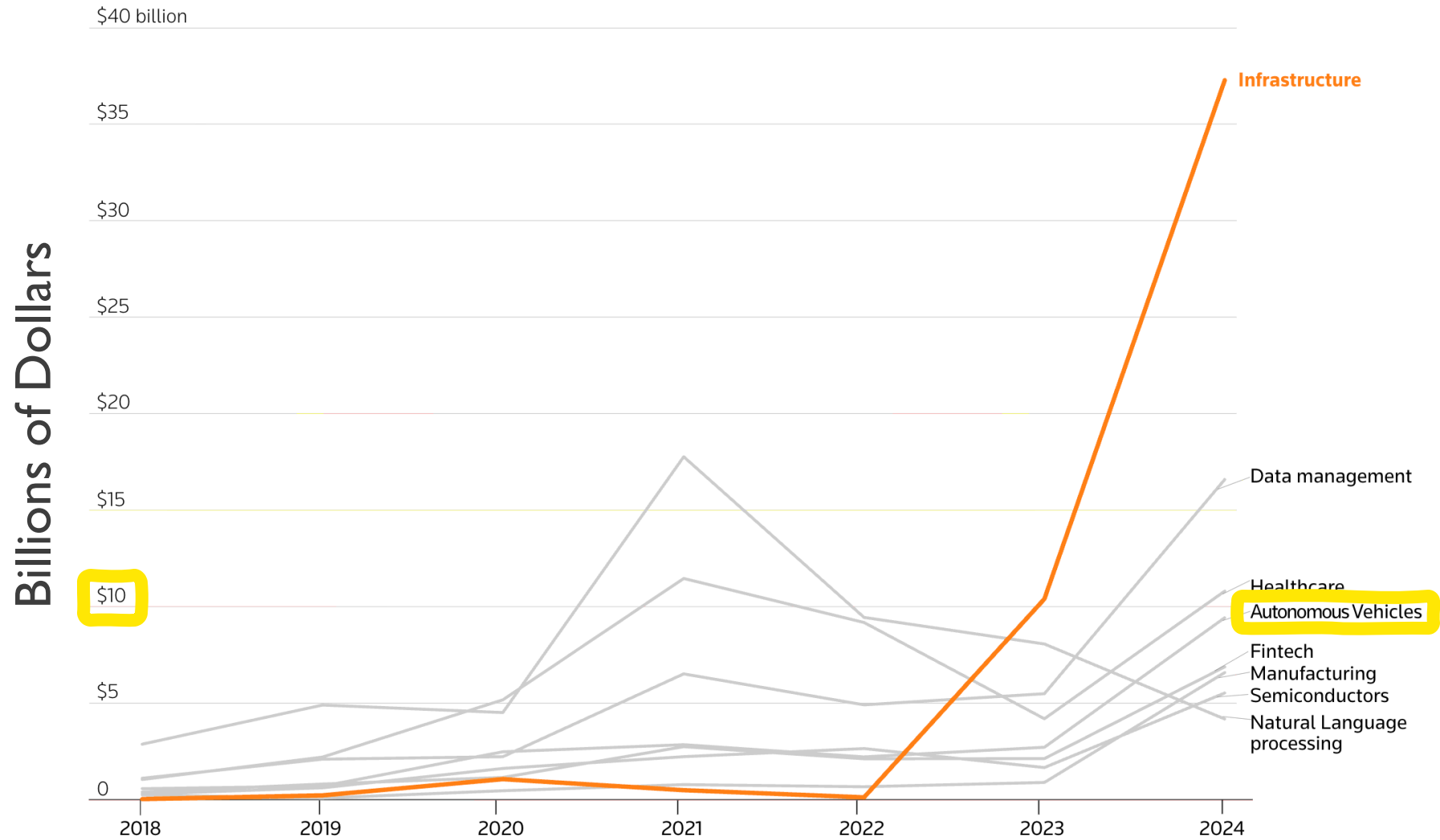


**CEOs Start Saying the Quiet Part Out Loud: AI Will Wipe Out Jobs**

**The 1970s Gave Us Industrial Decline. A.I. Could Bring Something Worse.**

Uber's CEO says robotaxis could displace drivers in 10 to 15 years and create 'a big, big societal question'

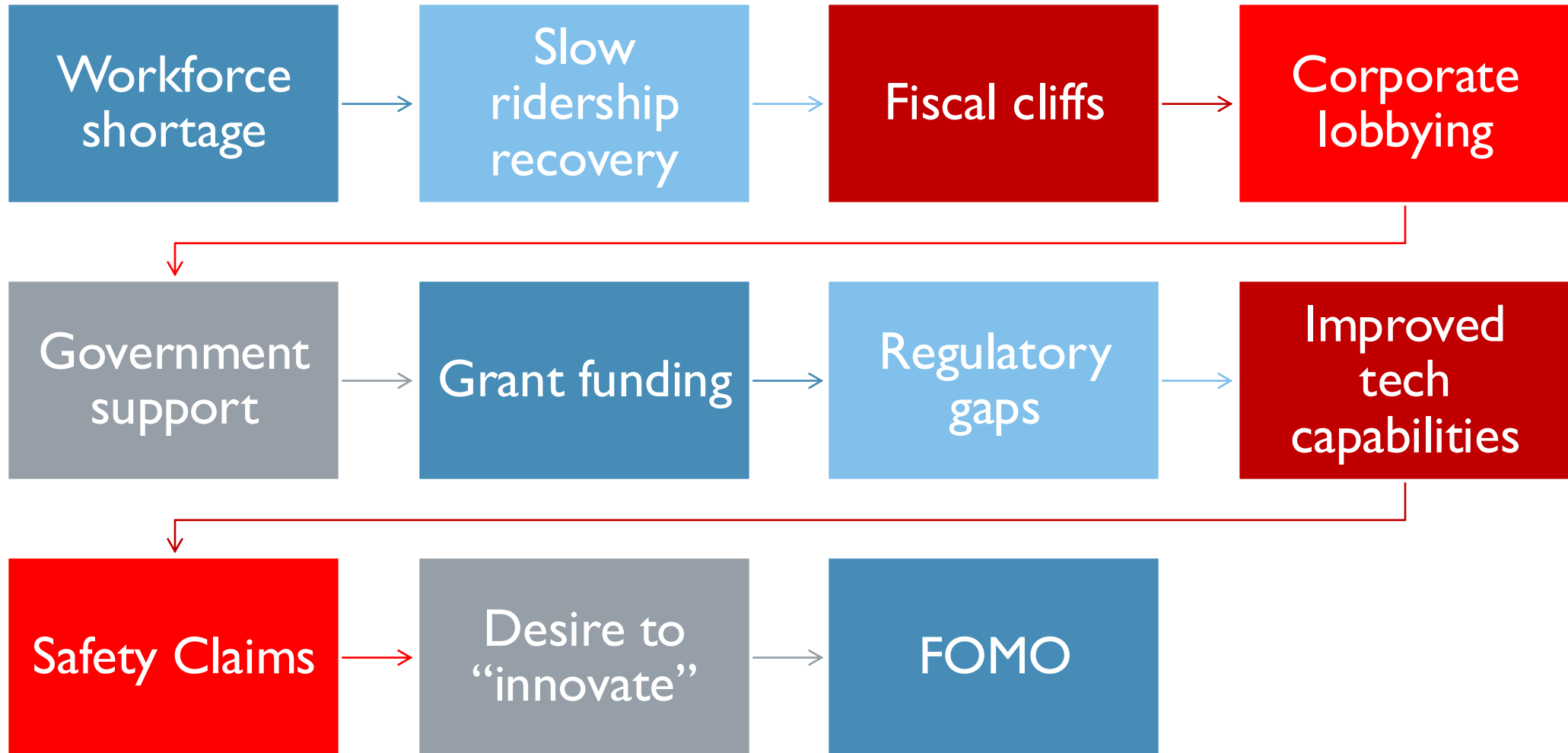
# ANNUAL INVESTMENTS IN AI TECHNOLOGIES



# TECH IN TRANSIT

- Customer Service – AI phone operators and chatbots
  - Scheduling & Routing – automated decision-making systems (e.g., run cuts, microtransit routing)
  - AI-Powered Surveillance – operators: physical location/movement, facial/emotion recognition, behavior; passengers: fare evasion
  - Advanced Driver Assistance System (ADAS) – designed to help drivers with certain tasks (e.g., lane keep assist, emergency braking, blind spot monitoring, adaptive cruise control)
  - Automated Driving System (ADS) – substitutes a computer driver for a human driver
- ▶ ***Any vehicle with a system capable of controlling lateral motion/steering on a sustained basis should be considered an Automated Vehicle (AV)***

# WHY IS THIS HAPPENING?



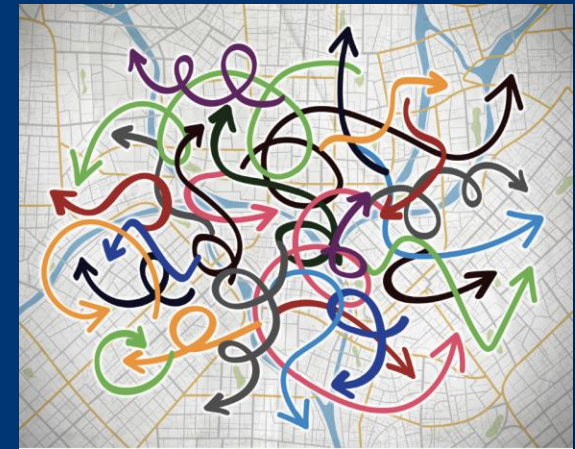


# MICROTRANSIT



- Microtransit is expensive and inefficient.
- Its equity claims are questionable.
- Its environmental benefit is doubtful.
- It encourages cost cutting through privatization and the degradation of transit jobs.

## THE FALSE PROMISE OF MICROTRANSIT



**THE FALSE  
PROMISE OF  
MICROTRANSIT**  
Amalgamated Transit Union



## CONSIDER ALTERNATIVES

- Increase frequency
- Reconfigure routes to better serve passengers
- Improve pedestrian connections to stops
- Build better shelters
- Invest in good careers for transit workers



# IF YOU'RE GOING TO DO IT, DO IT RIGHT



**Labor standards** –  
use the existing  
workforce at existing  
wages/benefits; require  
W-2 employees



**Expand service** –  
draw new riders to  
the fixed route  
network; don't  
compete with or  
replace existing routes



**Limit geography** –  
small zones using  
virtual stops to  
encourage shared  
rides and prevent  
service overlap



**Transparency** –  
public disclosure of  
cost per passenger,  
passengers per trip,  
trip denials, and  
deadhead miles

## MICROTRANSIT TRENDS

- No obvious decline in deployments despite operational shortcomings
- Employers continue to push for two-tiered wage structures
- Outsourced, independent contractor operations still rampant
- Fixed route network coverage being reduced in many locations, but layoffs are rare due to driver shortages
- Some agencies appear to have no actual commitment to *mass* transit; only focused on providing services that appear to be popular and innovative
- Multi-year grant cycles and COVID relief ending – will agencies find other sources?
  - CT and MA pushing expansions of state funding

# The Bottom Line – Watch for Red Flags:

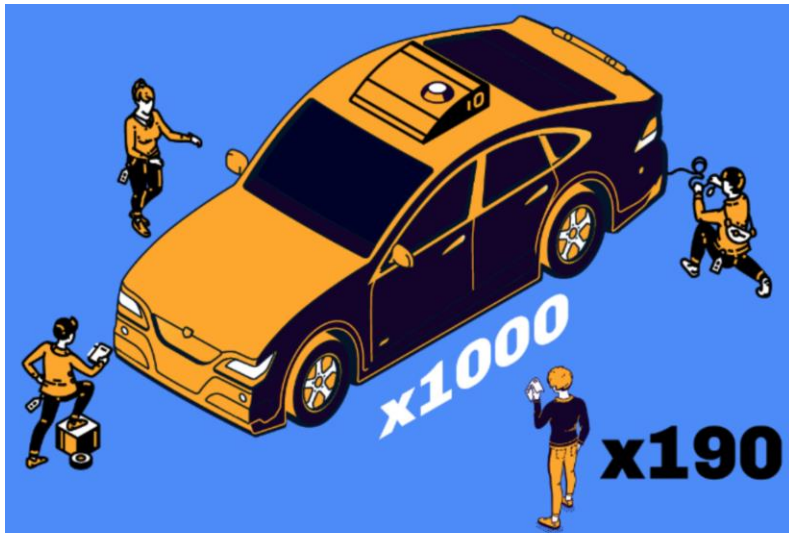
- ▶ Via Transportation
- ▶ Innovative Service Delivery
- ▶ On-demand
- ▶ Turnkey
- ▶ Right-Sizing
- ▶ Comprehensive Operations Analysis
- ▶ Inefficient Fixed Routes





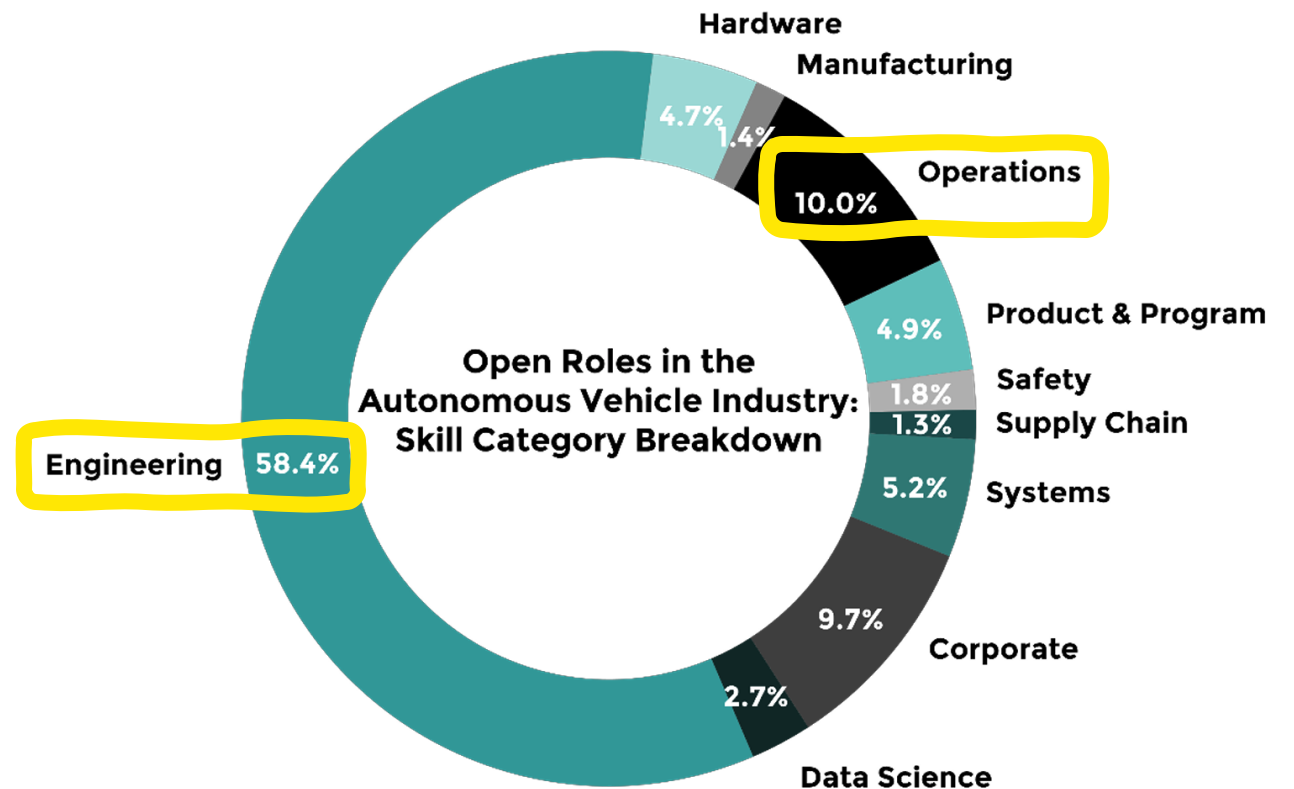
# AUTOMATED VEHICLES

# Innovating Mobility: Building a Driverless Future

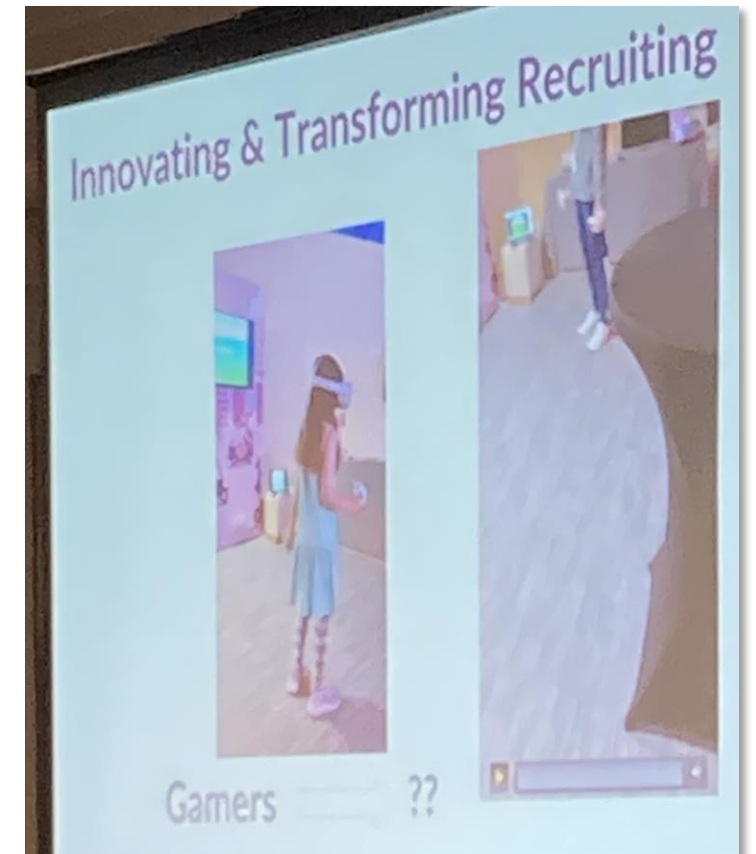
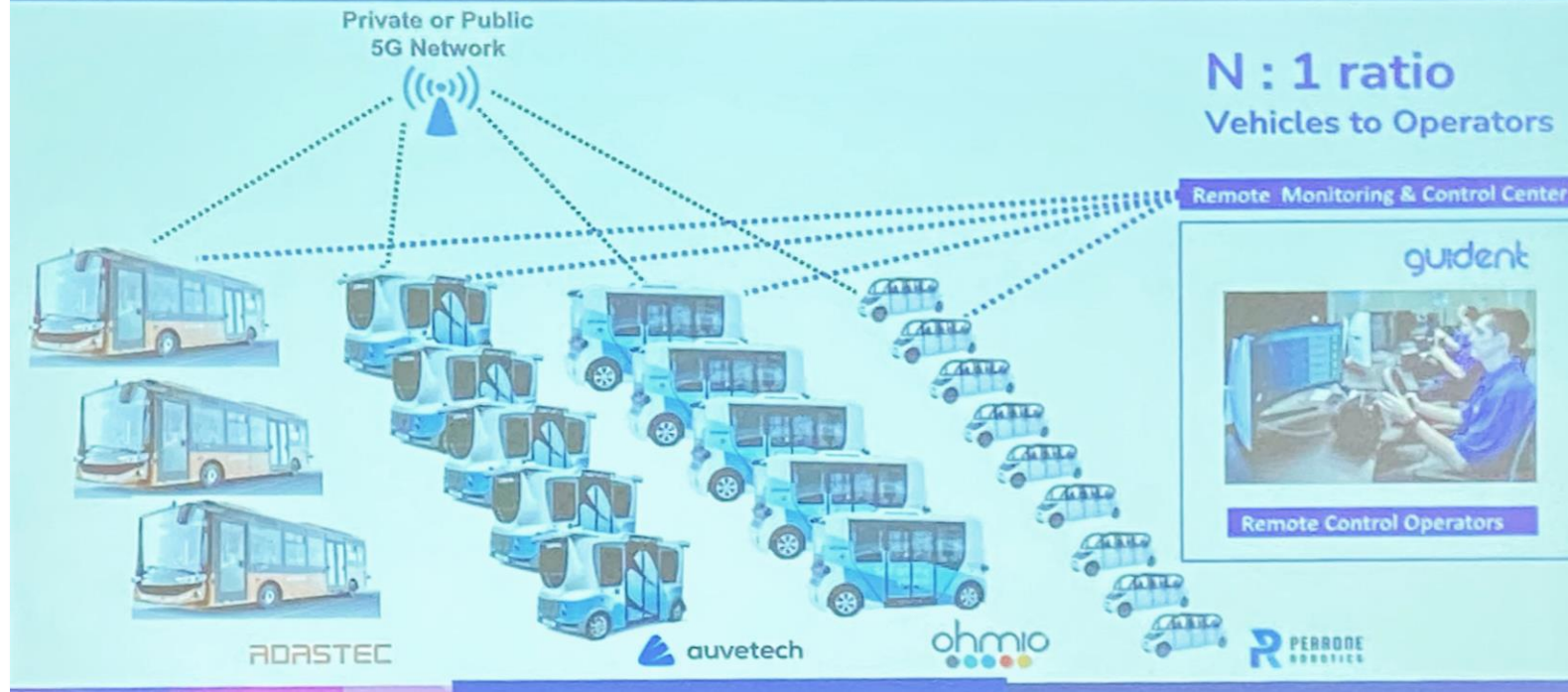


## GROWING DEMAND FOR SKILLED WORKERS

Based on our analysis, for every  
1,000 AVs approximately 190 jobs  
will be required for manufacturing  
and servicing of these vehicles.



# Remote Monitoring & Control Fleets of AVs



WORKFORCE OF THE FUTURE?

**2024 was the year robotaxis proved they are here to stay**

**Waymo will start testing robotaxis on Phoenix highways**

**California gives Waymo the green light to expand robotaxi operations**

...the

**The new phantom menace isn't as bad as you think. Waymo rocks!**

ou

**Waymo is now available exclusively on Uber in Austin**

**Could robotaxis soon come to DC? Waymo begins testing self-driving cars in the District**

**Lyft eyes robotaxi launch in 2026**

**It's Waymo's World. We're All Just Riding in It.**

**Uber, Waymo robotaxi service opens to passengers in Atlanta**

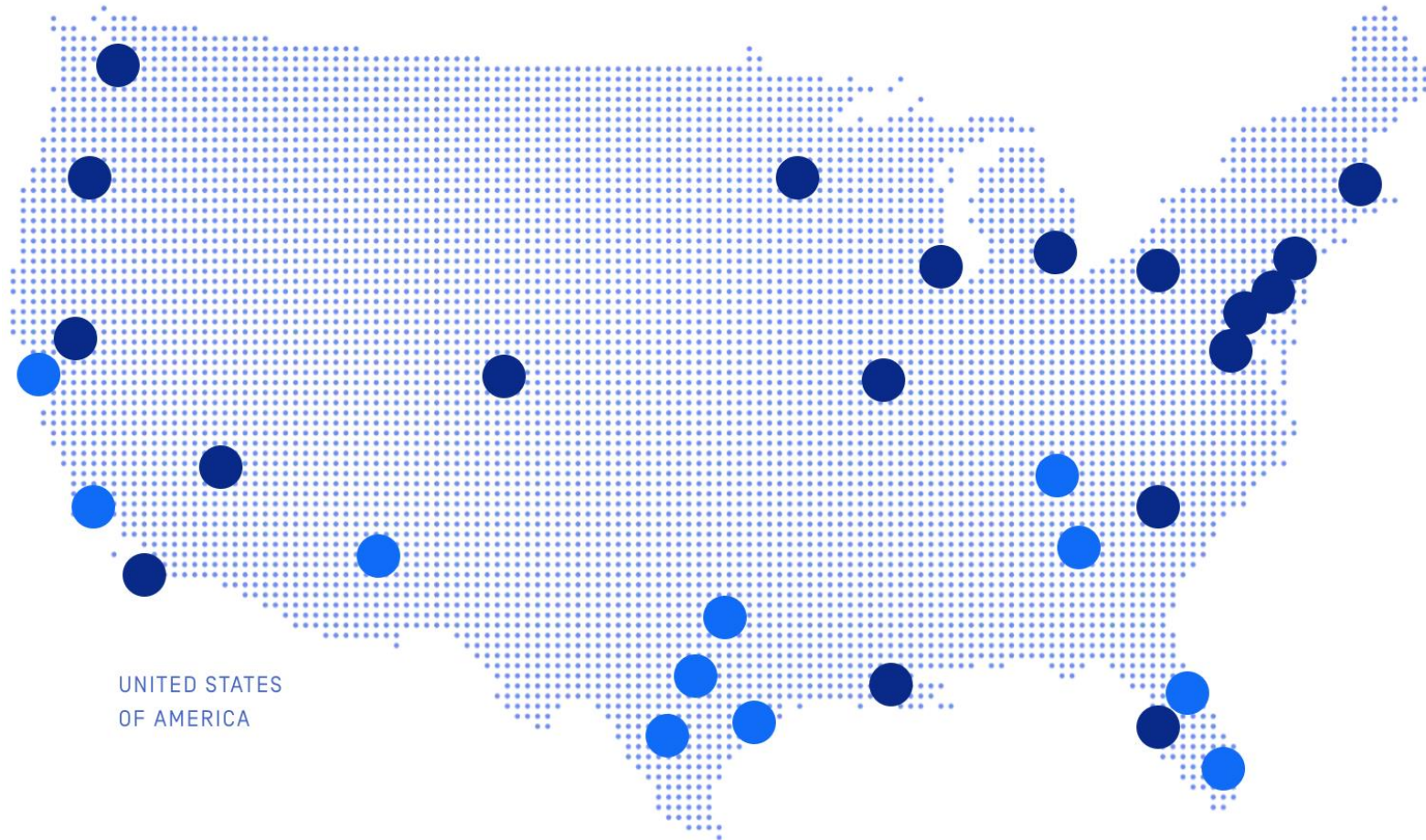
## WHY ARE WE TALKING ABOUT WAYMO?

- The most advanced AV tech
- Ridesharing business model takes riders from public transit
- Stated interest in selling technology to other companies
- Tech and vehicles can be ported directly to microtransit





WAYMO



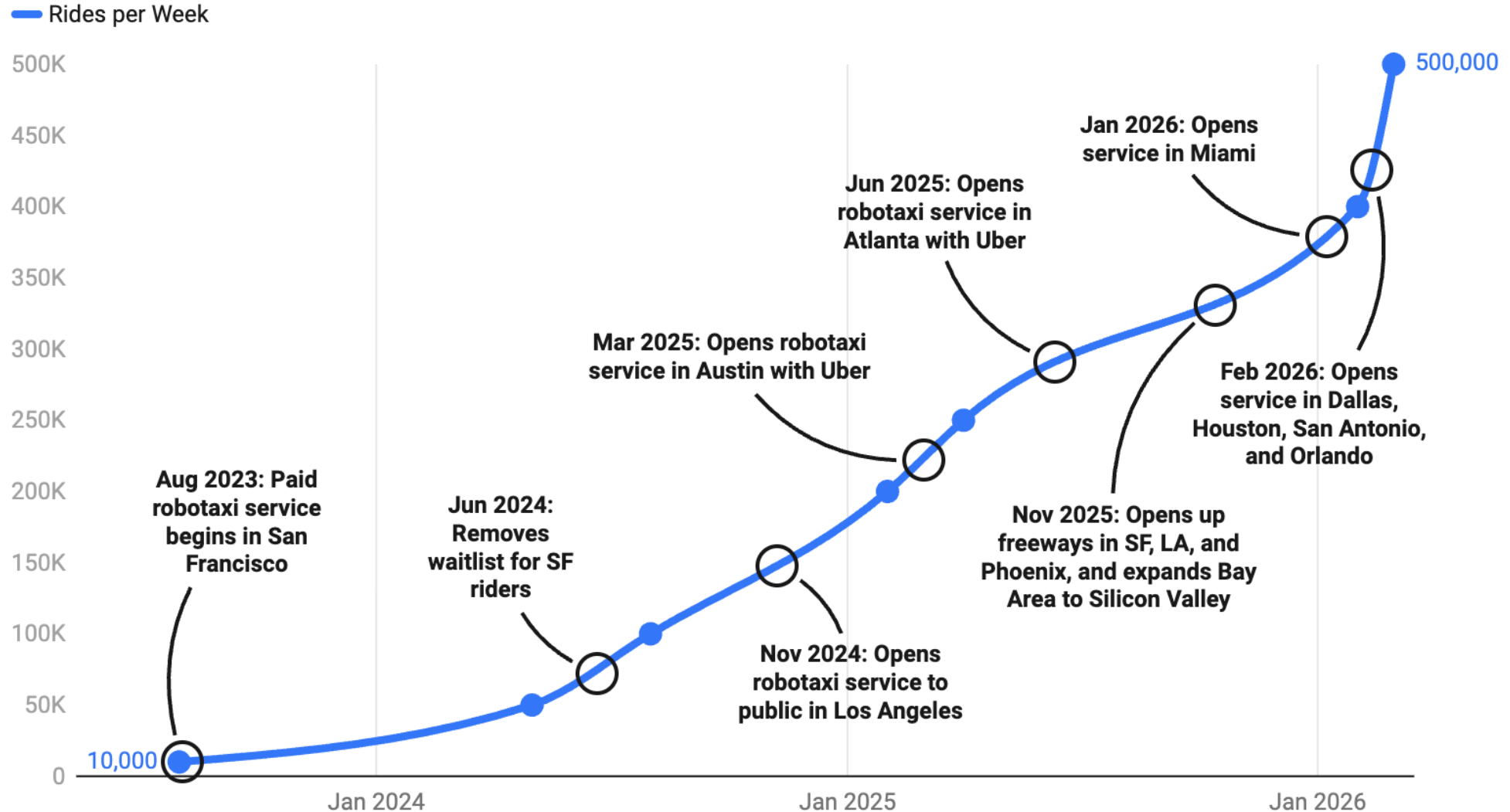


WAYMO



- Commercial **driverless** operations (11): Atlanta, Austin, Dallas, Houston, Los Angeles County, Miami, Nashville, Orlando, Phoenix, San Antonio, San Francisco Bay area
- “Up next” (21): Baltimore, Boston, Charlotte, Chicago, Denver, Detroit, DC, Las Vegas, London (UK), Minneapolis, New Orleans, New York, Philadelphia, Pittsburgh, Portland, Sacramento, San Deigo, Seattle, St. Louis, Tampa, Tokyo (JP)
- 500,000 paid trips per week, over 170 million driverless miles traveled, 3,000+ vehicle fleet, raised at least \$27 **billion** in known funding

# RAPID GROWTH IN WEEKLY TRIPS



## IF WAYMO WAS A TRANSIT SYSTEM

<u>Transit System</u>	<u>Fixed Route Passenger Trips</u>
MARTA (Atlanta, GA)	33,066,907
Metro Transit (Minneapolis, MN)	31,941,893
DART (Dallas, TX)	29,091,210
VIA (San Antonio, TX)	28,947,825
<b>Waymo</b>	<b>26,000,000</b>
MCTS (Milwaukee, WI)	25,300,648
OCTA (Orange, CA)	24,433,436
Cap Metro (Austin, TX)	24,335,001
Broward County Transit (Ft. Lauderdale, FL)	24,061,962



WAYMO



## ■ Where are the jobs?

- Four remote assistance sites: Arizona, Michigan, the Philippines (x2) – only 70 remote assistants on the clock at one time
  - **Only 70 assistants overseeing 3,000 vehicles in 11 cities**
- Jobs are in the depots
  - A San Francisco depot had 40 people in a break room one afternoon; Lyft is hiring for more than 70 positions at its Nashville depot
  - Fleet operations are contracted out: Transdev, Moove.io, Lyft Flexdrive, Avis, AVOMO



WAYMO



## ■ Lobbying

- Spent \$3.9 million lobbying the U.S. Congress in 2025
- Spent \$357,000 in New York State in just 6 months of 2025
- Spending \$28,000 per month on retainers in Washington, DC for 2026
- 678 disclosed contacts with San Francisco officials in 2025
- Canada – lobbyists working in B.C. and Toronto, meeting with officials “across Canada”





## OTHER COMPANIES TO WATCH

### ■ **ADASTEC**

- Tech stack available to manufacturers (e.g., Vicinity, Karsan) to build AVs from the ground up

### ■ **Perrone Robotics, Imagry**

- AV kits can be used by manufacturers or as retrofits; Perrone's retrofit costs \$50,000 – “less than an operator's salary”

### ■ **May Mobility**

- “AV microtransit is our specialty”

### ■ **Ohmio, Benteler/Holon, Glydways, Oceanering**

- Developing small and mid-size low-speed, electric shuttles

### ■ **Guident**

- Remote monitoring and remote operations

### ■ **Zoox**

- Amazon-backed robotaxi, purpose-built vehicle



# OTHER COMPANIES TO WATCH

## ■ Beep

- AV planning, deployment, and operations; vehicle/tech agnostic
- Deployments in and around multiple ATU service areas
  - Jacksonville, FL
  - Orlando, FL
  - Port St. Lucie, FL
  - Atlanta, GA (summer 2026)
  - Cobb County, GA (2027)
- Recently announced partnership with Volkswagen to deploy 5,000 AVs for microtransit service over next decade





MICHIGAN STATE UNIVERSITY





JACKSONVILLE  
TRANSPORTATION  
AUTHORITY



ADASTEC

beep



## SHARED AV PROCUREMENTS

- Jacksonville Transportation Authority
  - Shortlisted ADASTEC, Beep, and May Mobility to provide AV vehicles for specific use cases
- Detroit DOT
  - Hired consultant (WSP) to develop a digital tool for public transit agencies to create AV business models; based on ***traditional transit funding sources*** and may incorporate new sources
- Agencies throughout the country can piggyback on these contracts without running their own procurement processes

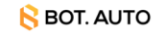


# AUTONOMOUS VEHICLE INDUSTRY ASSOCIATION



- State and federal lobbyist for AV industry
- Opposed to all “human observer” legislation
- 26 states have AV legislation, covering 58% of the population
  - 0 states have banned AVs

## Our Members



## Our Partners





*On federal policy, which best captures your sentiment:*

**81.25%**

Optimistic the new political leadership in Washington will make helpful changes to AV policy.



## FEDERAL GOVERNMENT IS FAST-TRACKING AV DEPLOYMENT

- Weakened reporting requirements for accidents involving automated driving systems (ADS) and advanced driver assistance systems (ADAS)
- Expanded FMVSS exemptions for research and testing of AVs and streamlined exemptions for sales of up to 2,500 non-compliant vehicles per year
- Proposed rulemaking to weaken 4 FMVSS standards requiring manual controls and features inside vehicles for human drivers
- Approved limited waiver of CMV warning device requirement for Aurora
- Coordinating meetings of State DOTs to facilitate cross-border AV operations
- Currently considering FMVSS waiver for Zoox's purpose-built vehicle
- Opening public docket for AV safety guidance rollout in 2026
- Supporting AV projects to increase public acceptance



**THIS IS NOT A HYPOTHETICAL DISCUSSION**  
**AV DEPLOYMENTS INVOLVING ATU MEMBERS**



## CITY OF RIVERSIDE (CA)

- Launched May 2025 (currently paused)
- Tech Partner – Ohmio
- Workforce – Local 1277 operators and mechanics employed by RTA



## CONTRA COSTA TRANSPORTATION AUTHORITY (CA)

- Piloted Sept. 2024 – Dec. 2025 (complete)
- Tech Partner – May Mobility
- Safety Operators – Local 1605 paratransit members employed by Transdev

# FUTURE DEPLOYMENTS WITH ATU MEMBERS

- RTC OF SOUTHERN NEVADA (LAS VEGAS)
  - Launch expected sometime in 2026 with Beep (currently in planning)
  - Workforce – Local 1637 fixed route members employed by Transdev
- INDIAN NATIONS COUNCIL OF GOVERNMENTS (TULSA, OK)
  - Launch expected sometime in 2026 with Perrone Robotics (currently in planning)
  - Safety Operators – Local 892 members employed by Tulsa Transit
- SPORTRAN (SHREVEPORT, LA)
  - SMART Grant for AV workforce development with May Mobility (ongoing)
  - Agency has announced plans to deploy AVs in 2026, possibly with Holon (AV infrastructure design/construction beginning)
  - Local 558 involved
- Many more pilots around the country, some in ATU service areas
  - U.S. DOT BUILD grant awards will be announced in June 2026 – more pilots likely coming



## **THIS IS NOT A HYPOTHETICAL DISCUSSION** OTHER PILOTS IN ATU SERVICE AREAS –

- City of Detroit, MI – “Connect” AV Shuttle, August 2024 (Perrone)
- Youngstown, OH – “AV1” shuttle, September 2024 (Perrone)
- Austin, TX – automated bus yard demonstration, May 2025 (Perrone - 40-ft bus)
- Buffalo, NY – Buffalo Niagara Medical Campus shuttle, 2026 (ADASTEC)
- Winnipeg, MB – Southwest Transitway AV testing, Announced/in planning

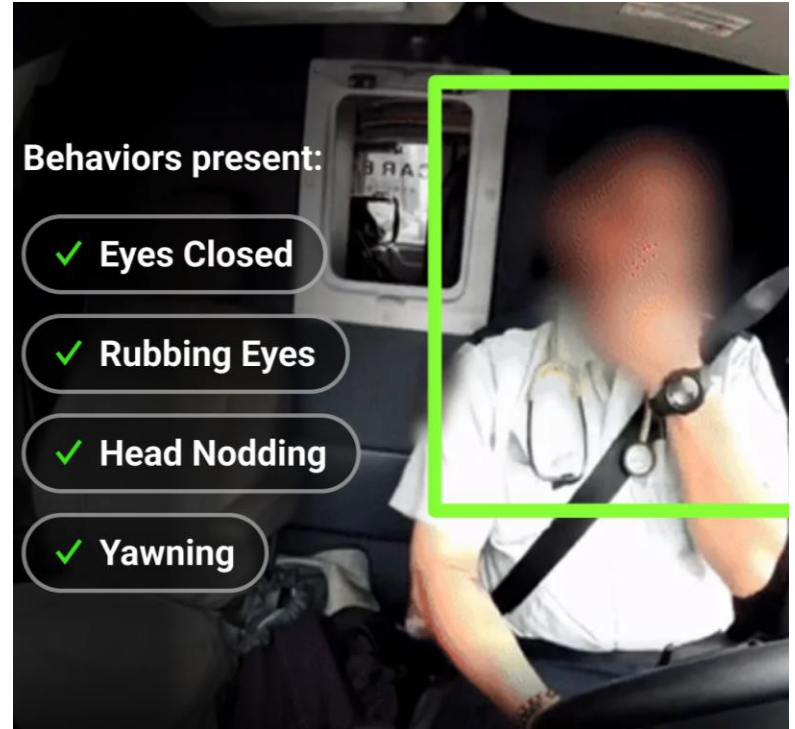
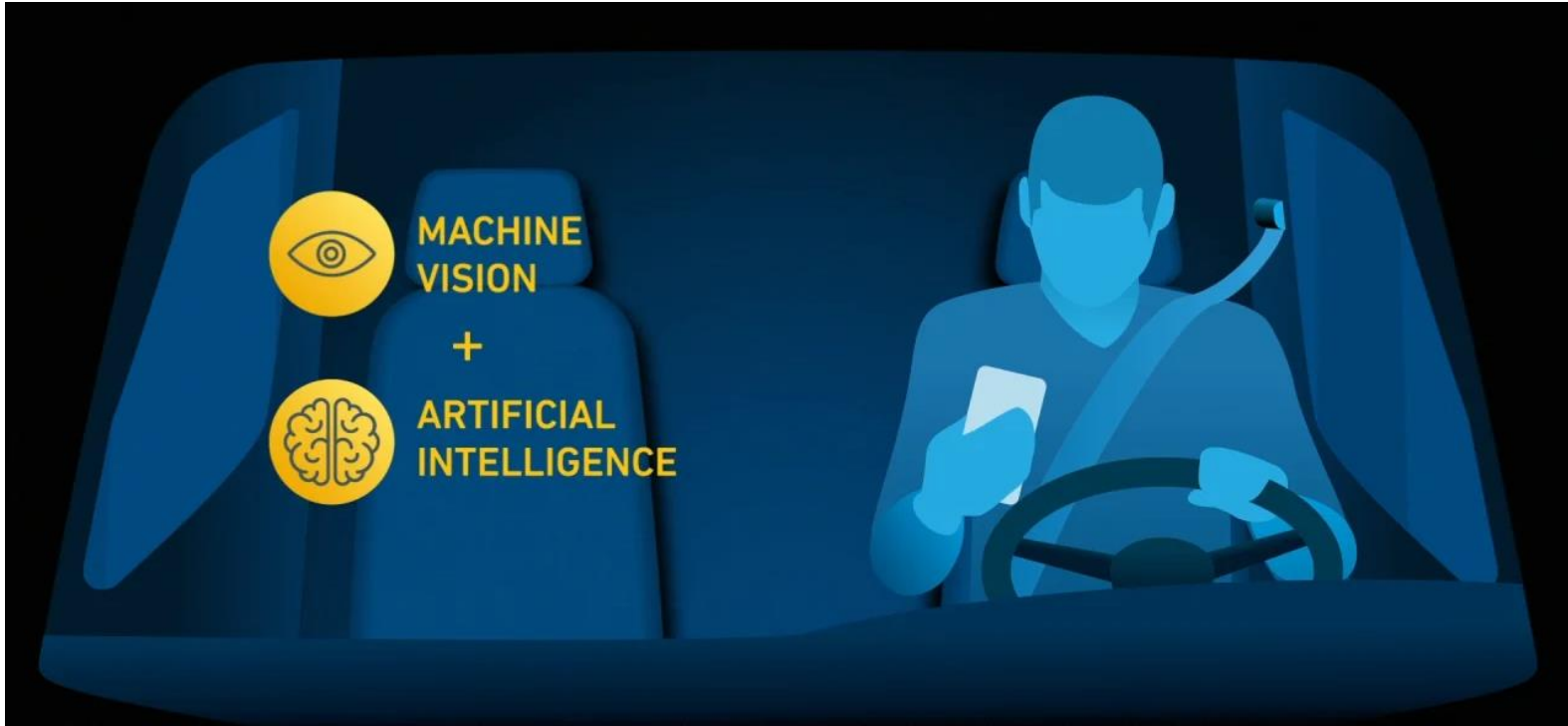
# Survey Results



**American**  
Public Transportation  
**Association**

**81 responses from Transit Agency CEOs**

- **11.5% of agencies reported having active AV deployments**
- **26% of agencies are considering autonomous vehicle programs**
- **30.8% of agencies engaged in autonomous vehicle research**



# AI-POWERED SURVEILLANCE





WHY DOES YOUR  
EMPLOYER WANT TO  
USE AI-POWERED  
SURVEILLANCE?



HOW DOES WHAT  
THEY SAY COMPARE  
TO REALITY?



CIVIC INNOVATION

## Dashcam Technology Is Cutting Down on City's Legal Fees

Garbage trucks in Scottsdale, Ariz., were recently equipped with dashcams that offer a comprehensive view of operations inside and out. The results are helping exonerate the municipality from frivolous damage claims.

### STATESCOOP

AI

## Denver claims AI-powered dash cams nearly eliminated unsafe driving among staff

After a year of using AI-powered dash cameras, Denver claims it's nearly eliminated unsafe driving among its fleet vehicle operators.

CBS NEWS

LOCAL NEWS

## Artificial intelligence working to make school buses safer



Business Truck Driving Job News

## Samsara's 'Recognition' aims to help fleets build safer, more engaged driver cultures

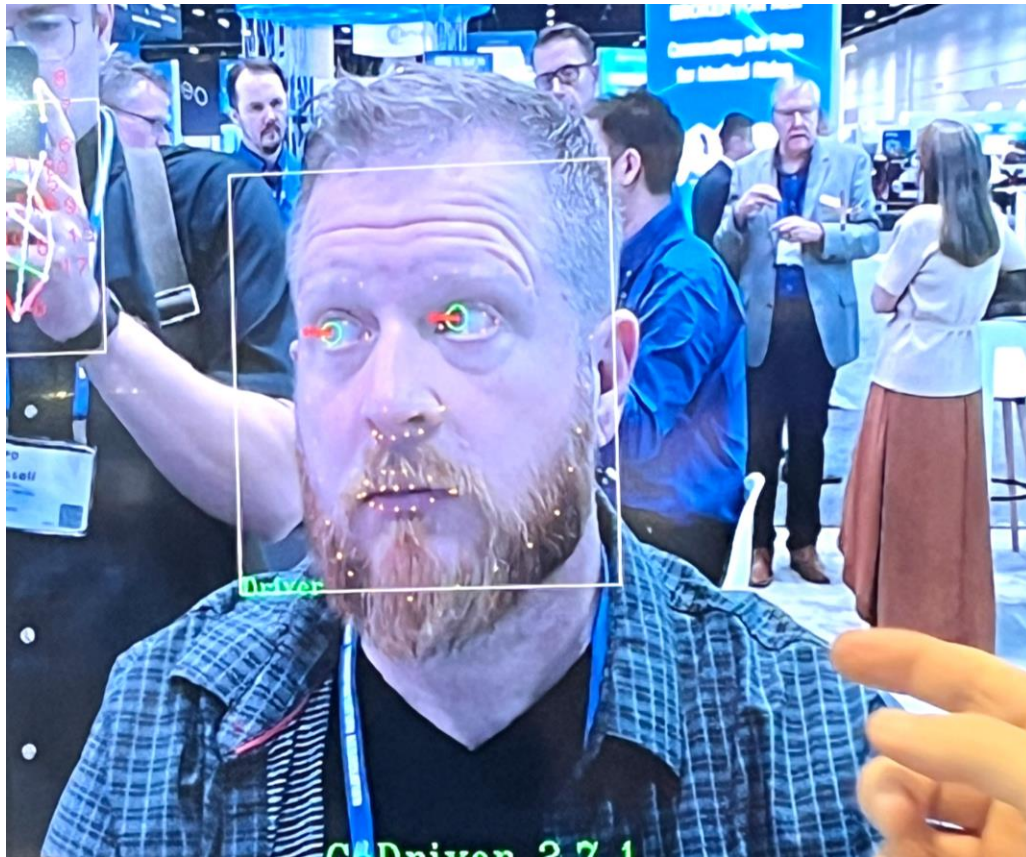
### SOLUTIONS TO COMMON OBJECTIVES

- ✓ Reduce collisions and related auto claims
- ✓ Reduce worker injuries and workers compensation claims
- ✓ Exonerate your company and drivers from fraudulent claims
- ✓ Reduce insurance premiums and liability exposure

## HOW DO THESE SYSTEMS WORK?

- “Video telematics” – use of sensors and dashcams to monitor and evaluate driver behavior; recorded data can be analyzed with AI
  - Systems detect distracted behaviors like eating, drinking, or looking at a phone – which can trigger an “inattentive driving detection response”; an audible alert can be broadcasted in the vehicle
  - Fatigue can be detected in real-time by analyzing multiple behaviors, including head nodding, prolonged idling, yawning, and face-rubbing
  - Distance estimation and current speed data can be used to detect unsafe following behavior like tailgating
- Some systems use dashcam footage and advanced machine learning for facial recognition to facilitate “driver assignment”

# VIDEO TELEMATICS



Jan 19 02:07  
Deep In View


DEEP IN SIGHT

### In-cabin Monitoring System (CAMOSYS)

**General Info**  
Face ID: Unknown  
Detected: ○  
Gender: Male  
Age: ----  
Total Frame: 20.0

**Gaze**  
Pitch: -6.52  
Yaw: -4.53

**Head Pose**  
Roll: 5.58  
Pitch: -0.99  
Yaw: -33.71



**Status**  
Drowsiness: X  
Distraction: ○  
Yawning: X  
Talking: X  
Nodding: X  
Shaking: ○

**Object Detection**  
Mask: X  
Glasses: X  
Smoking: X  
Phone: X

**Hand gesture**  
Activate: X  
Gesture: ----

# HIGHLY CUSTOMIZABLE



## Triggers

Vehicle Speed

Condition

Vehicle Speed

is greater than

0

mph

Duration ⓘ

seconds

×

Apply To

Select assets and tags...

## DISCIPLINE VS. INCENTIVES



Drivers overwhelmingly prefer recognition and incentives over penalties when it comes to reducing distracted driving.

67% of drivers believe that positive reinforcement, such as recognition and incentives from their employer, are more effective in discouraging distracted driving. This presents a key opportunity for organizations to foster a supportive work environment, where recognition and incentives improve safety, strengthen driver satisfaction, and enhance long-term retention.



# 2025 AI SURVEILLANCE SURVEY

RESULTS

# IN YOUR EXPERIENCE, HOW OFTEN DOES THE SYSTEM CORRECTLY IDENTIFY AND ASSESS THESE ACTIVITIES OR BEHAVIORS?

Frequently	18	34%
Always	16	30%
Occasionally	13	25%
Rarely	6	11%
Never	0	0%

Follow up:

*Does a human supervisor review footage to determine whether the system's assessment was correct?*

- Yes – 39 (74%)
- Unsure – 9 (17%)
- No – 5 (9%)

# DOES THE SYSTEM BROADCAST AUDIBLE ALERTS TO THE OPERATOR?

Yes	26	49%
No	20	38%
Unsure	7	13%

Follow up:

*How often are the alerts broadcasted throughout the course of a shift?*

- Frequently – 19 (73%)
- Occasionally – 5 (19%)
- Rarely – 2 (8%)

*Do operators find the alerts to be distracting?*

- Yes – 22 (85%)
- No – 1 (4%)
- Unsure – 3 (12%)

# DID THE EMPLOYER GIVE THE UNION ADVANCE NOTICE PRIOR TO INSTALLING THE AI SURVEILLANCE SYSTEM?

No	26	49%
Yes	22	42%
Unsure	5	9%

Follow up:

*Did the union demand to bargain over the implementation, use, and/or effects of the AI surveillance system?*

- Yes – 34 (64%)
- No – 12 (23%)
- Unsure – 7 (13%)

## COMMENTS

- *Drivers are uncomfortable with its installation and use. It becomes an additional distraction to the driver increasing task saturation while not aiding in "Threat" awareness such as vehicle proximity awareness.*
- *If these systems were less about discipline and "GOTYOU" "CAUGHTYOU" situations and more in a professional manner it may work out for all of us. But [Transdev] uses Lytx to SPY on all of us all day long.*
- *Female workers feel uncomfortable with the surveillance in certain areas and angles of their work location.*
- *Our agency's General Manager shared with me that we need to have discussions on this topic at some point, as it has become increasingly prevalent.*
- *Drivers trigger alerts when adjusting long hair behind their ears.*

VENDORS TO WATCH

lytx<sup>®</sup>

verizon  
connect

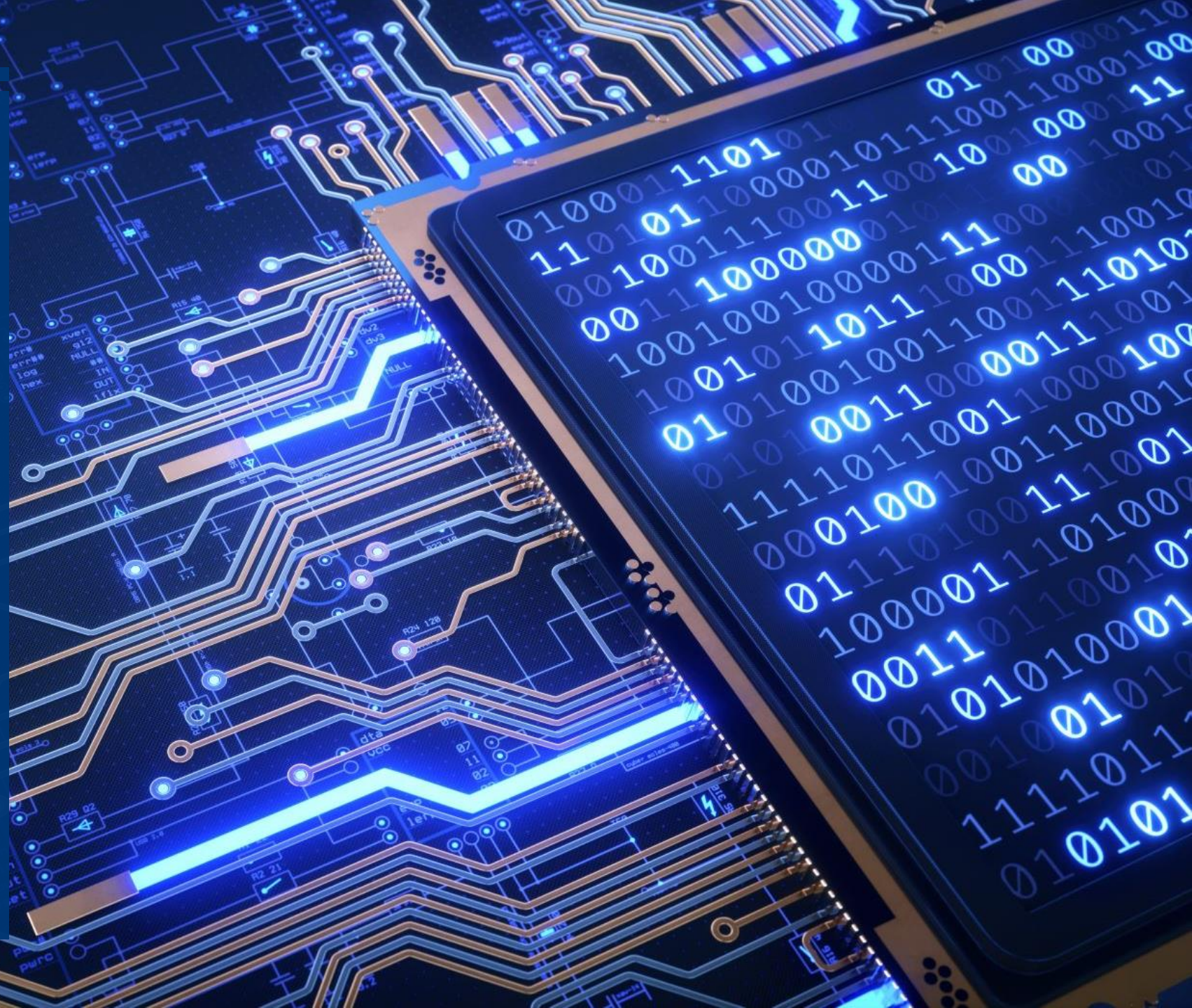


motive

samsara

## GEARING UP FOR A 21<sup>ST</sup> CENTURY FIGHT

- What do we want to accomplish?
- How do we organize and take action to achieve these goals?



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# US

# VS

---

# THEM

1. Protect workers, bargain over new tech, & make work better
2. Worker centered co-design
3. Protect worker data & privacy
4. Workforce development, retraining, & upskilling
5. Require transparency & accountability
6. Protect workers' civil rights & uphold democratic integrity

1. Replace workers, cut labor costs, & maximize productivity
2. Workers are not stakeholders
3. Collect & monetize all possible data
4. Algorithmic management, automation, & deskilling
5. Protect trade secrets & “black boxes”
6. “Innovate” & profit regardless of social impacts

# NOTHING IS INEVITABLE...BUT WE MUST ACT

- Microtransit, AVs, and AI are here, but their impact on us is **not pre-determined**
- Technology **can** empower workers if we assert ourselves at all stages of development and implementation
- We must be **proactive**...no one is going to do this for us
- If we do nothing, **our employers will sideline the union, undermine our working conditions, contract out our work, and eliminate our jobs**



# CONTRACT LANGUAGE DISCUSSION

TECHNOLOGY

# AV CONTRACT LANGUAGE GOALS

- **Safety, Safety, Safety** – for our members and the public
  - Licensed bargaining unit operators in all AVs & workstations that allow in-vehicle operation
  - Liability protection for operators in case of technology failure
  - Transparency of all vehicle capabilities and limitations
- **Define, broaden, and protect bargaining unit work**
  - No reduction of bargaining unit positions, pay, or benefits
  - New work arising from new technology remains in the unit (no contracting out)
  - Premium pay for work on or with AVs (limit maintenance warranties)
  - Employer-provided training for all operations and maintenance tasks, and new work

## AI SURVEILLANCE CONTRACT LANGUAGE GOALS

- Advanced notice, disclosure, and ongoing consultation about the system and its performance
- No decisions by AI, Human always in the loop
- Limit application of AI features to coaching/training
- Protect employee privacy: regular data deletion, no digital "profiles," no selling of employee data
- No waiver of employee rights and employer obligations under current or future laws/regulations
- Prohibit disparate impact on employees
- Employer-paid training

## COMMON TECHNOLOGY LANGUAGE

The Company may employ technology, including video systems, GPS, mobile data terminals/computers and other present or future technologies for the transit industry in order to help ensure efficiencies in operations, the safety of the driver and passengers, and compliance with all federal, state and local driving rules and regulations by both the driver and the motoring or pedestrian public. The Company and the Union agree that any recording resulting from said technology may be used as evidence in the investigation of any incident, accident or event involving an Authority facility, another employee or an employee while operating an Authority vehicle or while operating any vehicle on Authority property.



# CONTRACT LANGUAGE

THINKING ABOUT FUTURE TECHNOLOGY

## CONSIDERATIONS FOR OTHER NEW TECH

- Notice and explanation of “technological change”
  - Need expansive definition covering all types of hardware or software that replace or materially modify the type, manner, or amount of work performed by the bargaining unit, or otherwise alter terms and conditions of employment
- Consultation and information sharing
  - Worker centered co-design, safety assessments, workforce impact assessments, skills gap assessments, training programs, access to data gathered or evaluated by automated systems, disclosure of data breaches



# TAKING ACTION

NEXT STEPS

## OLD STORY, NEW NAME – YOU KNOW HOW TO DO THIS...

- We are going to need to use every tool in our toolbox.
- Doesn't matter if it's just a proposal, is actively being planned, or is already deployed.
  - Educate and Mobilize Your Members
  - Submit Information Requests
  - Demand Bargaining
  - File Group Grievances
  - Lobby Politicians
  - Testify at Council/Board Meetings and Legislative Hearings
  - Work with State/Provincial Fed, CLC, and other local allies
  - Organize New Units
  - Fight to Remove a Contractor

## ...BUT YOU MUST STAY INFORMED

- **Board Meetings**
  - Where ideas are floated and decisions are made.
- **Procurement**
  - RFPs will be issued for software, equipment, and/or operations.
- **Funding**
  - Pay attention to which grants your agency is applying for.
- **Communication from the International**
  - Assignments from Office of the President; 13(c) letters from the Legal Department; legislative updates from Government Affairs; news from Strategic Research

## DO NOT RELY ON 13(C) TO SAVE YOU

- If a project is funded with federal transit dollars in the U.S., your 13(c) agreement *might* provide protections to existing employees if the project causes a “worsening” of working conditions.
- Depending on your specific 13(c) agreement, existing employees *might* also have first opportunity for new jobs.
- It is important to understand how, exactly, the project will impact *any* current employees (operators, maintenance, and/or dispatch).
- Request assistance from the Legal Department for more information about your agreement – **DO NOT ASSUME** that 13(c) will protect your members.

## LEVERAGE YOUR HEALTH & SAFETY COMMITTEE

- Request agency's safety risk assessment for any new technology procured
- Evaluate new technology that claims to reduce risk; identify any new hazards or risks that are created; talk to members and collect reports about safety issues
- Ensure that all workers who use or are around new technology receive training on known hazards, function, and proper use
- Develop recommendations to address hazards, present them at committee meetings, and follow up to ensure implementation
- Request assistance from the Health & Safety Department to craft your arguments

# POLITICAL ACTION

- Locals/Conference Boards
  - Put microtransit, AV, and AI questions on candidate questionnaires
- State and Provincial Feds/CLCs
  - Engage with union federation bodies to ensure that these issues are incorporated into their endorsement processes
  - Ensure that legislation that affects our members is on their radars
- Educate politicians about these issues and how they affect your members
  - ▶ ***They don't know unless you tell them!!***

# REMIND EVERYONE – TRANSIT OPERATORS DO MORE THAN DRIVE

- **Bus Drivers are frontline workers that make public transit possible**
  - Safety and security
  - Customer service
  - Improvisation to maintain service (inclement weather, emergencies)
  - Eyes and ears of the community



“Bus driver hailed a hero after finding missing 11-year-old girl; Lakesha English has only been on the job 6 weeks”

— December 14, 2020

## THE BUFFALO NEWS

“Buffalo bus driver saves woman from jumping off bridge”

— October 30, 2020

# TAKING ACTION

- California Conference Board
  - Passed AB 96 – requires agencies to provide minimum of 10-months notice before beginning procurement for automated technology that would eliminate job functions or positions; requires bargaining to begin with 30 days of request from union; requires agencies to bargain over transition and training plans for affected employees
- Local 689 – Washington, DC
  - Maryland HB 386 – would require WMATA to create a rail signaling and automation workforce transition plan in consultation with unions, requires the MD Governor to withhold 35% of capital funding if plan not created by 7/1/28 or if WMATA terminates employees due to rail automation
  - Did not advance out of committee in 2025, but will be reintroduced next session
- Locals 1277 & 1605 – California
  - Negotiated pay premiums for members working with AV equipment during pilots
- Local 682 – Fort Wayne, IN
  - Put AV language on the table and was able to remove zipper clause from CBA
- Local 1015 – Spokane, WA
  - Proposed model language on AI-surveillance; still fighting and going to mediation with employer

# NOTHING IS PERMANENT

**If you find yourself in a bad situation today,  
there will be an opportunity for change:**



CBA –  
negotiate new  
language



Contracting Out –  
organize a new  
bargaining unit



Grants/Budgets –  
funding will run  
out & investments  
can be redirected



Procurement –  
current vendor  
contracts will  
expire

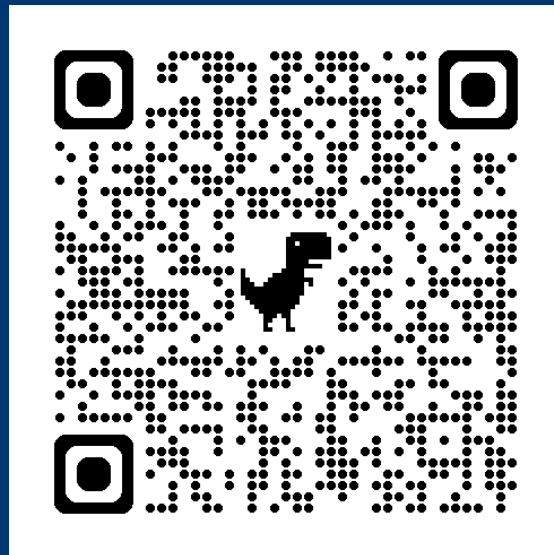


Leadership –  
Politicians and boards  
can change via  
elections and  
appointments



# THANK YOU

BLACK CAUCUS – MAY 2026



«« SCAN QR CODE FOR  
MICROTRANSIT REPORT AND  
AV/AI SURVEILLANCE MODEL  
LANGUAGE