



Intro to Bargaining Over AI

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Objectives

- Understand the basics of what AI is and how it impacts AFSCME members
- Understand the limits and dangers of AI
- Discuss union strategies
- Identify bargaining priorities
- Learn about AFSCME tools and resources



What is AI?

- Computer systems that we teach to do things that usually need human intelligence.
- An AI system typically learns from many examples, like photos, sentences or past decisions. It detects patterns and then makes predictions or choices based on what it has learned.
- AI already assists with many job tasks that are routine and well-defined.



Warm-up Quiz

www.menti.com

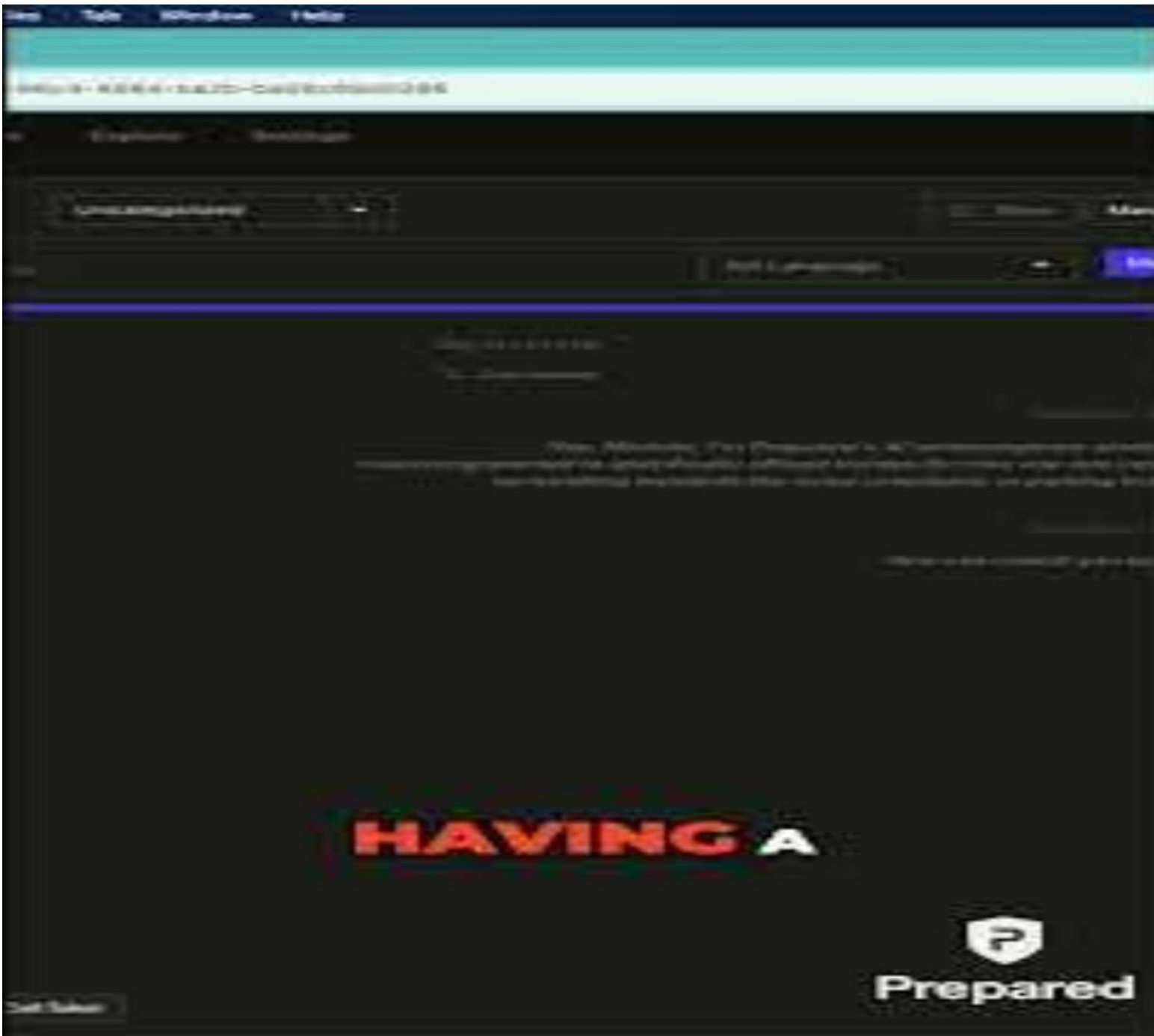
CODE:4457 8026



What can AI do?

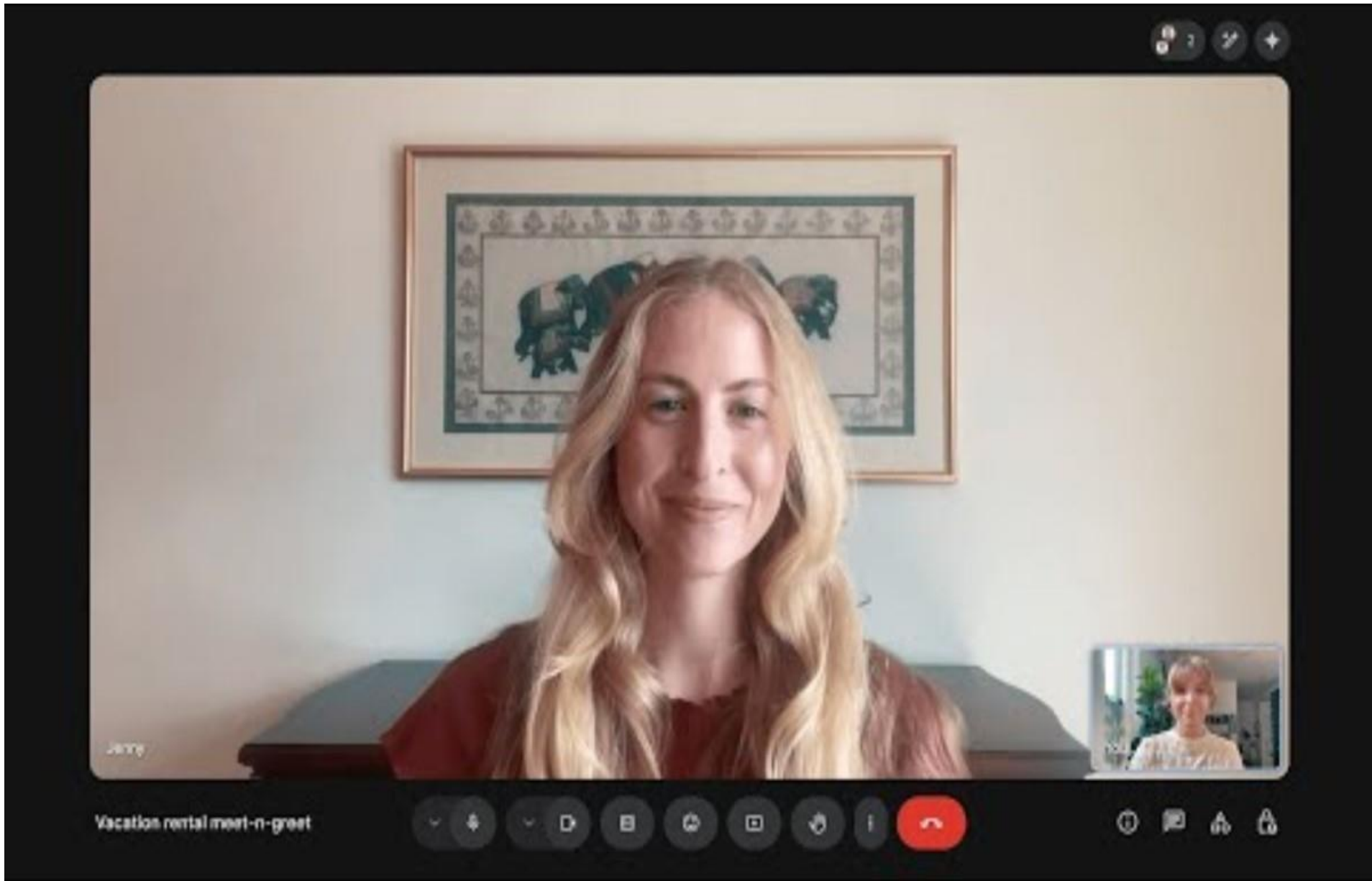
- Write documents
- Create images, videos, stories
- Image analysis (e.g. facial recognition)
- Create reports that analyze data and predict trends
- Automate decisions
- Real time transcription and summarization
- Translation
- Voice assistants
- Robotics





[LINK](#)





[LINK](#)

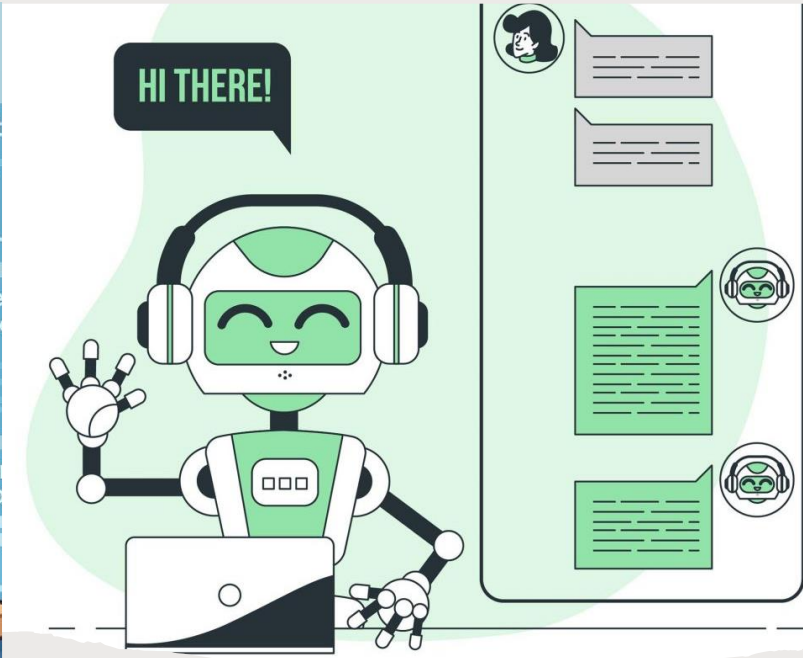


Discussion

Have your members been impacted by AI at work? How?

Do you represent members vulnerable to automation?






AI in the Public Sector

- Impacting roles that handle documents, data entry, scheduling, customer service (e.g. chatbots), decision-making (i.e. eligibility determination)
- Expanding use in healthcare and education
- Trend has been augmentation of work, but is already used to not fill vacancies



AI First Approach at the Federal Level

- Federal Employees directed to use AI as much as possible
- DOGE using AI to cut fraud, waste, and regulations
- New AI Action Plan prioritizes rapid development
 - No worker protections
 - No protection against discrimination except for “woke” ideology

An illustration of a city street scene. In the foreground, three people are shown with concerned expressions: an older man on the left, a young woman in the center, and another older man on the right. The background features a cityscape with buildings, a large surveillance camera on the left, two drones flying in the sky, and a poster on a wall depicting a globe with the letters 'AI' underneath. The overall tone is somber and futuristic.

Discussion:

What are some societal risks of unregulated AI?



WARNING UNREGULATED AI

-  **Job Displacement**
-  **Surveillance State**
-  **Mass Disinformation**
-  **Election Interference**
-  **Autonomous Weapon Escalation**
-  **Climate Disaster**

Limits and Dangers of AI

- AI systems can learn and evolve unpredictably
- Black box effect- poor transparency and accountability
- Perpetuating biases
- Devasting impacts when replacing human judgement without proper oversight (e.g. benefits determination)



Workplace Risks: what should the Union look out for?

- job loss
- de-skilling
- loss of worker autonomy
- surveillance and loss of privacy
- loss of human oversight, transparency and accountability
- skills gap
- bias in hiring and promotion
- health and safety
- fragmentation and growth of precarious work
- what else?



Discussion

Which workplace risks feel most urgent for your bargaining units and why?

- job loss
- de-skilling
- loss of worker autonomy
- surveillance and loss of privacy
- loss of human oversight, transparency and accountability
- skills gap
- bias in hiring and promotion
- health and safety
- fragmentation and growth of precarious work
- Others?





Union Strategies for Proactive Action

- Our role is to protect our members and the quality of public services
- Legislate worker protections and guardrails
- Early bargaining and advocacy is critical
- Bargain to ensure AI is worker-centered and benefits workers



Legislative Landscape

- No comprehensive federal regulation of AI
- CO is only state with a broad, [comprehensive AI law](#). The rest is patchwork, but a lot of legislation is moving
- Some notable legislation on use in public sector:
 - [NY LOADinG Act](#) (2024)- regulates automated decision-making systems
 - [Austin, TX](#)
- Other legislation regulating specific aspects of AI
 - Hiring (as of 2025): [NYC](#), [IL](#), [MD](#), [CO](#)
 - [Deepfakes](#)
 - Consumer protection/ disclosure: [OR](#), [MT](#), [UT](#), [TN](#), [NH](#), [DE](#), [VA](#), [IN](#), [MN](#), [CO](#), [TX](#), [CA](#), [NJ](#), [PA](#), [VT](#)
- Notable legislation:
 - [MA FAIR ACT](#)
 - Regulating or banning automated decision-making in [CA](#), [IL](#), [NYC](#), [NJ](#), [PA](#), [VT](#)
- [Sample language available upon request](#)

Accessing Model and Sample Contract Language

Log into contracts database: <https://afscmesearch.org/>

On the left—under AFSCME Staff Resources, click on “Model & Sample Language” → **Artificial Intelligence Language**

AI Info Request template under “Templates”

Sample language from other unions **upon request** and also the Berkeley Labor Center: [Negotiating tech](#)

AI Info Request

- What data will be used to “train” the AI system? What employee data will be collected by the AI system?
- How will data be stored and safeguarded?
- What is override process on decisions made or recommended by the system?
- Process for ongoing maintenance, included upgrades (new functions) expected to be available.
- Studies and reports on the system’s accuracy and potential impacts to workplace health and safety.



Model Contract Language: Bargaining Priorities

- Broad definition of AI
- Prohibit AI from replacing workers or eroding bargaining unit work
- Ample notice and transparency
- AI is worker-centric
 - Union consulted and engaged through procurement process
 - Ongoing union consultation/ Joint Labor Management technology committee
- Prohibition of AI for worker monitoring, surveillance, or evaluation
- Protecting employee data and privacy
- Ensuring workers are properly trained; opportunities for upskilling
- Accretion of AI-Related Positions



Wrap up

[AI \(New Technology\) Info Request Template](#)

[Model contract language](#)

Language from other unions: Contact research@afscme.org or check out Berkeley Labor Center [Negotiating tech](#)

For sample legislation, or any additional assistance :
Research@AFSCME.org

Please send us your CBAs for the contract database!

