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## ARTIFICIAL INTELLIGENCE LABOR/MANAGEMENT PRINCIPLES

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- Artificial Intelligence isn't going away. There should be a permanent and ongoing labor-management entity to deal with the impact of AI on the state workforce and the services they provide. This facilitates collaborative interaction in a safe environment with a specific focus on front-line workers and the services they provide.
  - These issues cross bargaining units and agencies, and so are best dealt with on a state-wide basis. Current law allows the State Employees Bargaining Agent Coalition and the State to agree to deal with this issue on a Coalition basis by mutual agreement but does not require it. The law should require that these issues be dealt with by the State and SEBAC as an issue under §5-278(f) of the general statutes, and should require the establishment of the Committee to be mutually chaired by the parties.
- The legislation should also provide guidance to the parties about core principles to be covered by their bargaining. These core principles that the bargaining should assure are:
  - Transparency to workers and the public they serve
    - No worker should be using AI without knowing they are doing so
    - No personal data should be collected without knowledge and freely offered permission
    - Collective bargaining agents must be made fully aware of any use of AI in advance with sufficient time to discuss and if necessary to bargain about any potential impacts on employees
    - Honest authorship –
      - no document or communication should ever be created purporting to be by an employee unless that document has been approved by the employee
      - AI should never be permitted to masquerade as human
  - Positive Purpose
    - AI may be used as a means to enhance employee productivity and job satisfaction within state government not for the purpose of displacing state employees with AI

- Supervision and decision-making
  - AI may be used as a means to gather information that provides input into decision-making. But the parties should assure that decision-making remains a human function, not one to be made by machines.
- Pilots and testing
  - AI providers make a lot of promises – only some of them are kept. Use of AI should be thoroughly jointly tested and piloted before it happens
- Training
  - Where AI is adopted by the parties, state-supported training must be provided to employees affected.
- Protection of intellectual property
  - The parties should ensure the protection of intellectual property rights for employees, including but not limited to those in higher education.
- Civil Rights
  - The parties should ensure that AI does not inject bias or improper discrimination into decision-making affecting employees or the public.
- Public employees outside of state government
  - The use of artificial intelligence in the workplace is by definition a working condition that is bargainable under state labor law. However, since some have questioned this, the legislation should reinforce it.
  - The legislation should encourage the creation of cross unit and cross agency entities in municipalities and boards of education so that the principles set forth above for state employment can be applied to the political subdivisions of the State.