

FACT SHEET: AI SURVEILLANCE IN THE WORKPLACE

WHAT IS AI SURVEILLANCE?

AI (artificial intelligence) surveillance refers to the use of advanced technologies to monitor and analyze workers' activities, behaviors, and performance in real time. These technologies include:

- **Biometric Scanners:** Devices that track physical traits like fingerprints, facial recognition, or even body movements.
- **Keystroke Logging:** Software that records your typing speed, patterns, and content.
- **Productivity Monitoring Tools:** Systems that track how much time you spend on tasks, websites visited, and overall efficiency.
- **CCTV and Facial Recognition:** Cameras that use AI to identify and track you throughout your workday.
- **Wearable Devices:** Gadgets like wristbands or ID badges that monitor physical activity, location, and even health indicators.

HOW DOES AI SURVEILLANCE AFFECT YOU?

- **Invasion of Privacy:** AI systems can collect vast amounts of personal data, including your behavior, movements, and interactions, both online and offline. This can feel intrusive and impact your sense of privacy at work.
- **Increased Stress:** Knowing that your every move is being monitored can create a stressful work environment. You might feel pressured to constantly perform at your best, fearing that any mistake could be flagged by the system.
- **Potential for Unfair Treatment:** AI systems are not perfect. They can make mistakes or be biased, leading to unfair decisions about your performance, promotions, or even disciplinary actions.
- **Lack of Transparency:** Often, you might not even know what data is being collected about you or how it is being used. This lack of transparency makes it hard to challenge unfair or incorrect decisions made by AI systems.



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WHAT ARE YOUR RIGHTS?

While the laws around AI surveillance are still developing, you have certain rights that you should be aware of:

- **Right to Know:** Your employer should inform you if AI surveillance technologies are being used. You have the right to ask what data is being collected and for what purpose.
- **Right to Privacy:** While at work, your privacy should be respected. Any data collected should be directly related to your job and not used for unrelated purposes.
- **Right to Fair Treatment:** AI decisions should be free from bias. If you believe that AI has been used unfairly in a decision affecting you, you should have the right to an explanation and an opportunity to challenge that decision.

HOW CAN YOU PROTECT YOURSELF?

- **Stay Informed:** Learn about the types of AI surveillance technologies being used in your workplace. Ask questions to understand how they might impact you.
- **Speak Up:** If you feel uncomfortable or believe your rights are being violated, talk to your union representative or HR department. Collective action through your union can push for better protections.
- **Get Involved:** Advocate for transparency and fairness in how AI is used in your workplace. Support efforts to include AI surveillance protections in your union contract.

WHAT ARE UNIONS DOING?

Unions are working to protect workers from harmful AI surveillance by:

- **Advocating for Clear Protections:** Many unions are pushing for laws and policies that require employers to be transparent about AI use and protect your privacy.
- **Providing Support:** Unions are offering tools and resources to help you understand your rights and advocate for fair treatment.
- **Negotiating for You:** Unions are working to include AI surveillance protections in collective bargaining agreements to ensure that you are treated fairly and your privacy is respected.

Remember: You Have a Voice

AI surveillance can significantly impact your work life, but you don't have to face it alone. Stay informed, speak up, and work with your union to ensure that AI is used ethically and responsibly in your workplace.