

Draft AI Workplace Standards

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The rapid integration of artificial intelligence (AI) in workplaces across industries presents both opportunities and challenges. While AI technologies have the potential to enhance productivity and efficiency, they also pose significant risks to workers' privacy, autonomy, and rights. Unions are committed to ensuring that AI is implemented in a manner that respects the dignity and rights of all workers. The AI Workplace Standards outlined in this document are designed to guide employers, unions, and policymakers in the ethical and responsible deployment of AI technologies in the workplace. The standards are based on the Whitehouse [Blueprint for an AI Bill of Rights](#) and the [Department of Labor's AI and Worker Well-being Principles](#), as well as best practices identified by independent research organizations like the [UC Berkeley Labor Center](#).

AI Workplace Standards

1. Transparency and Disclosure
2. Data Protection and Privacy
3. Fairness and Non-Discrimination
4. Impact Assessments and Reporting
5. Worker Participation and Oversight

1. Transparency and Disclosure

1.1. Disclosure of AI Systems

- ▶ Employers must disclose to employees when AI systems are being used for monitoring, decisionmaking, or any other workplace functions that affect workers.
- ▶ Disclosure must include a clear and understandable explanation of the AI system's purpose, how it operates, and the type of data it collects and processes.

1.2. Access to AI System Information

- ▶ Employees and their representatives must have access to information about the AI systems used, including algorithms, data sources, and the criteria used for decisionmaking.
- ▶ Regular updates must be provided if significant changes are made to the AI systems or their usage.

2. Data Protection and Privacy

2.1. Data Minimization

- ▶ Employers must limit the collection of employee data to what is strictly necessary for the operation of the AI system and the fulfillment of its intended purpose.
- ▶ Sensitive personal data, such as biometric information, should only be collected with explicit consent and under stringent security measures.

2.2. Data Security

- ▶ Employers must implement robust security protocols to protect employee data from unauthorized access, breaches, or misuse.
- ▶ Data storage and processing must comply with the highest standards of cybersecurity and data protection regulations.

2.3. Data Ownership and Control

- ▶ Employees should retain ownership of their personal data and have the right to access, correct, or delete their data from the AI system.
- ▶ Employers must not share employee data with third parties without explicit consent from the affected employees.

3. Fairness and Non-Discrimination

3.1. Bias Mitigation

- ▶ Employers must ensure that AI systems are free from bias and do not discriminate against employees based on race, gender, age, disability, or any other protected characteristic.
- ▶ Regular audits must be conducted to assess the fairness and accuracy of AI-driven decisions, with results shared with employees and their representatives.

3.2. Accountability for AI Decisions

- ▶ Employers must be accountable for decisions made by AI systems, and employees must have the right to challenge and appeal AI-driven decisions that negatively impact them.
- ▶ An independent review process must be established to handle disputes related to AI-driven decisions.

4. Impact Assessments and Reporting

4.1. Pre-Implementation Impact Assessments

- ▶ Before deploying AI systems, employers must conduct impact assessments to evaluate the potential effects on workers, including privacy, fairness, and job security.
- ▶ The findings of these assessments must be shared with employees and unions, and concerns must be addressed before proceeding.

4.2. Ongoing Monitoring and Reporting

- ▶ Employers must regularly monitor the impact of AI systems on workers and provide periodic reports to employees, unions, and relevant regulatory bodies.
- ▶ These reports should include information on any issues identified, corrective actions taken, and the overall effectiveness of the AI systems.

5. Worker Participation and Oversight

5.1. Union Involvement

- ▶ Unions must be involved in the planning, deployment, and oversight of AI systems in the workplace.
- ▶ Employers must consult with unions before implementing any AI systems that affect workers' conditions of employment.

5.2. Worker Committees

- ▶ Employers should establish AI oversight committees that include worker representatives to monitor the use of AI systems and ensure compliance with these standards.
- ▶ These committees should have the authority to halt the deployment of AI systems if they are found to violate worker rights or these standards.

These AI Workplace Standards aim to create a safe, fair, and transparent environment for workers as AI technologies become increasingly integrated into the workplace. By adopting these standards, employers can demonstrate their commitment to ethical AI practices, while workers can feel confident that their rights and dignity are being protected in the digital age. The union urges all employers, unions, and policymakers to embrace and implement these standards to safeguard the future of work.

For more information or support on how to ensure these standards are adopted in your workplace, contact your union representative or visit the union website.



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