

RESPONSIBLE ARTIFICIAL INTELLIGENCE TO PREVENT BIAS AND DISCRIMINATION

SUPPORT S1169 AND S185/A3779

The New York State AFL-CIO is committed to ensuring that artificial intelligence (AI) is used sensibly, securely, and responsibly. AI technology is now used in virtually every industry sector and profession, and with proper regulation it can have a positive impact on our economy.

AI is being used in workplaces to monitor, hire, assign work, evaluate work, discipline workers, and collect worker data. It's also a major concern that AI can be used by state agencies to determine eligibility for various government programs, without testing for bias or discriminatory outcomes.

To ensure that AI works for everyone, we must act to prevent negative outcomes including serious labor issues that impact the jobs, financial well-being and privacy of all workers:

- Ensure that there is monitoring, human oversight and worker displacement protection to prevent bias and discrimination in AI systems and job reductions.
- Require strong transparency and disclosure on use and applications.
- Prevent AI systems that receive state incentives or funds from developing products that will lead to job loss.
- Require employers that use AI to disclose its role and demonstrate that their algorithms make impartial, bias-free decisions.
- Ensure that AI systems have the strongest data protection and security systems available.
- Workers and the public should have confidence that any personal, financial, health, health insurance, or job performance and evaluation information is secure and used only for authorized purposes and only with the employee's consent.

