

PUBLIC SECTOR AI

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AI is emerging technology with little precedent available to know how it will impact government services and public workers.

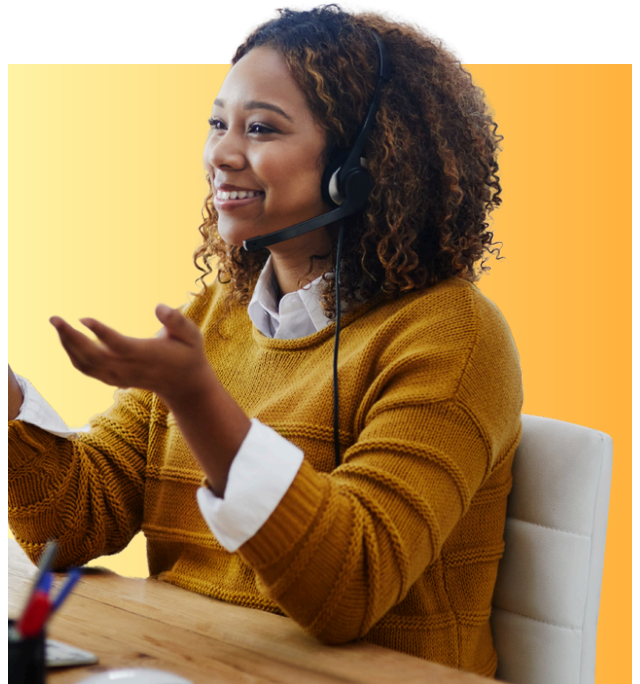
While AI has potential to be a powerful tool, it also poses threats of outsourcing, poor quality tech, and discrimination within AI tools.

THE PROBLEM

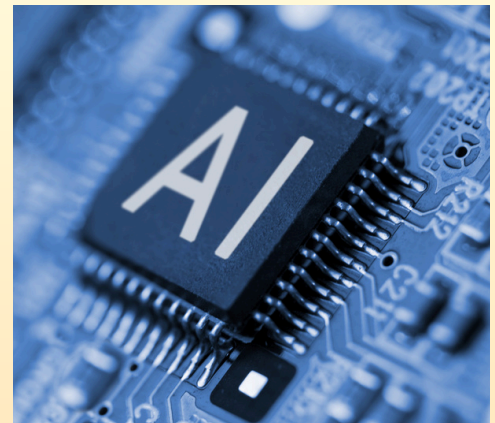
In contrast to private sector workers, state employees are prohibited from bargaining over any implementation of technology in the workplace under the management rights statute in RCW 41.80. While this may have worked 23 years ago when the law was passed, AI is a new frontier of technology and will have impacts beyond what we could ever have anticipated.

THE SOLUTION

Allow public employees' unions to bargain over the implementation of AI in government workplaces. This enables workers to negotiate the use of AI as it comes up and with all the information possible, without hindering development with restrictive laws.



- **AI is constantly changing, and we have no way to anticipate all the changes that will be made in the future.** We've recently seen how United Healthcare used AI to decide whether health insurance would cover medical costs, with an error rate of over 90%. Workers were laid off and replaced with decision-making AI that then harmed patients. State government handles so many delicate issues and provides crucial social services- we cannot afford to see them outsourced to technology with little oversight.
- **Allowing state employee unions to bargain on the implementation of AI in the workplace does not restrict the state's ability to modernize and bring AI into the workplace.** Rather it will prevent the state from implementing anti-worker AI technology without input and incentivize our state government to source ethical and augmentative AI to help employees with their workloads. Bargaining is a check and balance on the power of management to impact our jobs and lives, and workers deserve a voice in these unprecedented technology decisions.



Learn more at wslc.org

Questions? Contact WSLC Legislative Director John Traynor at jtraynor@wslc.org

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