



2026.30

RESOLUTION IN FAVOR OF ARTIFICIAL INTELLIGENCE TOOLS THAT SUPPLEMENT WORKERS, NOT REPLACE THEM

WHEREAS, our society is at a turning point that will shape the future of work. Tech billionaires are pushing artificial intelligence (AI) into every part of our economy, public services, and daily lives. They promise AI will improve our lives, even though many of these technologies are unproven and flawed. At the same time, they spend millions to block the guardrails and accountability needed to protect workers, privacy, and our freedoms; and,

WHEREAS, the economy should work for people, not the other way around. A strong economy creates good jobs where workers can earn a living, support their families, and thrive; and,

WHEREAS, AI has the potential to make work easier and improve quality of life. Instead, many employers are rushing to use it to cut costs and replace work without considering the impact on workers, families, or communities; and,

WHEREAS, technology should improve jobs, not make them worse. It should create opportunity, improve workplace safety, and strengthen our communities. Too often, AI is being used in ways that reduce job quality, disrupt work-life balance, and divide people instead; and,

WHEREAS, with strong guardrails, oversight, and human-centered design, AI can benefit workers and consumers without driving up the cost of housing, groceries, or other necessities through algorithmic price manipulation; and,

WHEREAS, Washington State should have a worker retraining program for residents who lose their jobs due to AI deployment and use; and,

WHEREAS, unregulated AI already threatens jobs, lowers job quality, puts worker safety at risk, weakens labor and civil rights, and expands workplace surveillance and automated management. Beyond the workplace, it also threatens our privacy, public safety, and democracy; and,

WHEREAS, working people want a future where technology supports people, not replaces them. The most important parts of our jobs and our communities are human, and those decisions should never be left entirely to untested and unaccountable technology; now therefore be it,

RESOLVED, that the Washington State Labor Council, AFL-CIO (WSLC) opposes the reckless rollout of untested AI and other technologies without meaningful safeguards. We support a future where workers help decide how AI is developed and used so innovation creates good jobs, expands opportunity, and reduces—not increases—inequality and discrimination; and be it further,

RESOLVED, that Washington state should have a worker retraining program for residents who lose their jobs based on these changes and that the WSLC explore funding the program through a tax on all contracts and subscriptions that include AI and robotics that use AI; and be it further,

RESOLVED, that the WSLC will support and prioritize policies that protect worker data privacy, minimize and limit the proliferation of electronic employer monitoring, its use and deployment, and protect workers by supporting policies that minimize what and how algorithmic management systems (or Automated data Systems, or similar) make employment-related decisions, and support policies that require a human in the loop of such decisions; and be it further,

RESOLVED, that the WSLC will support policies that guarantee every worker in Washington state the right to collectively bargain over the decision to implement AI in their workplace when it affects their wages, hours, and/or working conditions. We recognize that state laws on bargaining for public sector workers contain antiquated language from 25 years ago that prevents public servants from bargaining over any technology implementation and will support policies and legislation to remove AI from technology covered by management rights laws; and be it further,

RESOLVED, that the WSLC will, upon the request of impacted affiliates, communicate the terms of this resolution to labor-supported elected officials who make decisions regarding the employment of public sector workers, such as the Governor and State Legislature for state employees. We recognize that a refusal to bargain over something

as consequential as AI with public sector workers is inherently anti-worker and must be recognized as such by the labor movement; and be it further,

RESOLVED, that the WSLC will elevate to the AFL-CIO for consideration for advocacy, the allocation of funds within the trade act program to include job loss due to AI and support a worker retraining program that includes displaced workers due to AI and be it finally,

RESOLVED, that the Washington State Labor Council, AFL-CIO, together with our affiliates, their members, and community partners, will pursue laws and policies that:

- Strengthen labor rights and broaden opportunities for collective bargaining.
- Advance guardrails against harmful uses of AI at work.
- Support and promote copyright and intellectual property protections, including requiring consent, credit, and compensation.
- Develop a worker-centered workforce development and training system.
- Institutionalize worker voice within AI research and development.
- Require transparency and accountability in AI applications.
- Model best practices for AI use with government procurement.
- Protect workers' civil rights with special attention to eliminating disparities and uphold democratic integrity.