



Monday August 26, 2024

Labor Subcommittee Meeting
Artificial Intelligence Task Force

Attendees:

Cherika Carter, WA State Labor Council, Subcommittee co-chair
Montana Miranda, WA Hospitality association, Subcommittee co-chair
Vicky Tamaru, buildJUSTLY, Task Force member
Marti Maxwell, DCYF Privacy Officer
Jeremiah Miller, Fair Work Center
John Marshall, UFCW 3000
Rose Feliciano, TechNet
Brian Flock, Microsoft
Neal Luna, AGO
Latoya Belgrave-Francis
Glory Dole, Healthcare Authority

- The meeting began with introductions of subcommittee co-chairs, AGO staff and meeting participants and a brief overview of logistics.
- Meeting co-chairs introduce a general discussion of having the subcommittee include employment despite the distinct differences between the two.
- Meeting member clarifies how wage theft and discrimination is illegal in employment, and the intersection of these issues with AI.
- An additional meeting member responds to posed question about having AI being developed with worker input to augment in design when possible. If not possible, then the potential to retrain.
- A meeting member makes a comment about speaking to legislators and a common theme in discussions is not having AI be the main decision maker; a human element must be the main decision maker in major proceedings.
- Subcommittee co-chair comments on the interactions with AI through chatbots and the lack of capacity of small businesses to track legislation that can directly impact their services.
- Another meeting member brings up their concern with AI particularly regarding facial recognition and the pitfalls of the AI to accurately identify people of color, as well as general concerns in using AI in HR tasks.
- A task force member draws on their experience to comment on the distinct roles (developers, deployers, end users, etc.) that often do not coordinate frequently in developing these technologies. Notes that larger companies have a greater capacity to meet a higher responsibility that smaller business cannot compete with.
- A meeting member comments on how larger companies have intentional incentive structures, and there is a human aspect in development, but needed regulatory oversight is needed to protect users.



- Subcommittee member comments on AI and concerns regarding facial recognition and surveillance, as well as job loss, work intensification, productivity monitoring, bias and discrimination.
- A meeting member asks of participating labor representatives how often the people they represent recognize/understand that they are interacting with AI.
- In response, a meeting member states, answers vary. However, many workers are aware consistently that they are always interacting with AI, especially gig workers.
- A meeting member states that it is more challenging for a worker to opt-out of AI processes in their workplace, versus the consumer relationship where that process is more simplified, and the power dynamic is different.
- A meeting member points out that there have been many AI bills introduced nationwide with a large number of bills not passing or vetoed for a variety of reasons. Draws on bills introduced in California.
- A meeting member also mentions the EU AI Act for an expanded view of enacted regulations.
- An additional meeting member notes that the dynamics of power are important because of concerns of data being taken from workers and how that data is being used without a governance structure to regulate that use.
- Subcommittee member mentions the concern of productivity monitoring with AI. Additionally, mentions the need for upscaling workers with the introduction of new technologies, as well as not having AI amplify gaps in employment and training for marginalized groups across socio-economic status.
- A meeting member mentions the need for using precise language in these conversations, and to focus on the automation part of AI. Also think critically about different levels of industry i.e. meso versus macro. Makes a point about AI replacing jobs/positions to automation in favor of productivity.
- An additional comment was made regarding understanding the subcommittee interest in continuing education in upskilling workers.
- A meeting member states the need for a circulated agenda for more a productive conversation prior to the meetings.