

Artificial Intelligence (AI)
is rapidly transforming workplaces.
Left unregulated, it leaves workers
unprotected from surveillance,
privacy invasions, discrimination,
and erosion of their rights.



**SB 435 balances the use of technology
with protecting workers' rights.**

Employers are increasingly using automated decision systems, often without employees' knowledge, to make decisions that impact their lives and careers. Employees should know how and when AI is being used. And employers should collaborate with employees to enhance efficiency without compromising their rights and privacy.

SB 435 requires employers to be transparent and responsible with AI use.

- **Requires employers using automated decisions systems to make employment-related decisions about the terms of employment (hiring, compensation, scheduling, assignments, productivity monitoring, surveillance, evaluation, promotion, discipline, discharge, etc.) to:**
 - *Complete regular bias audits by independent auditors to ensure systems do not produce discriminatory or unfair outcomes.*
 - *Notify applicants and employees about the use of automated decision systems, including what and how data is measured, and provide applicants and employees with the right to opt out.*
 - *Allow applicants and employees to appeal an automated decision with human review.*
- **Prohibits state agencies from using AI systems to deliver public assistance benefits or perform any function that impacts people's rights, safety or welfare** unless authorized by law.
- **Gives workers a voice in the use of automated decision systems in the workplace** by making AI a mandatory subject of bargaining and preventing employers from using AI in ways that reduce wages and benefits, replace bargaining unit work, or undermine an exclusive bargaining agent during the term of an existing collective bargaining agreement.
- **Requires employers to notify DOL if they lay off workers due to their use of an artificial intelligence system**, allowing the state to collect data on the impact of AI-related job losses.

