OPEIU Artificial Intelligence Policy

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OPEIU, its members and its local unions are facing across-the-board disruptions from the proliferation of artificial intelligence technology. Employers are eager to wield the threat of AI to gain leverage over workers; new data center construction is wreaking havoc on local communities and ecosystems; workers jobs are becoming deskilled, making work less dignified and less fulfilling; and, as more digital infrastructure becomes intertwined with AI, we expect to see major breaches in coming years jeopardizing the safety and security of our data. While the technology is still in its early stages, its implementation thus far has demonstrated this is primarily a tool designed to help corporations increase profits by cutting out labor.

OPEIU is taking these threats seriously and is adopting the following policies to govern the usage of AI technology within our union. We encourage all local unions to adopt these policies within your local unions to signal to our members, the public and our staff we will not contribute to environmental degradation, deskilling and alienation of local union administration from our members — the most important constituency we are duty-bound to empower and defend. We are also unwilling to funnel union resources toward the very same AI companies who are creating technologies that have the explicit goal of disrupting millions of jobs in sectors where OPEIU has historically maintained union density.

Policies:

OPEIU will not use artificial intelligence in any aspect of our work as a union. This includes, but is not limited to:

- **Internal and/or external communications** with union members, the public, employers, members of the media and/or union allies. This includes, but is not limited to, newsletters, flyers, social media posts, emails and/or written statements;
- **Bargaining**, including the development of contract language and analysis of proposals;
- **Organizing**, including software that tracks workers and determines how likely they are to unionize and when conducting strategic research on potential targets;
- **Representation**, including the use of chat bots to replace the work of union stewards or union representatives, AI-generated summaries of any aspect of a collective bargaining agreement or using AI to assist with grievances;
- **Data analysis**, including using AI software to analyze member records, personally identifiable information or other documents or files related to OPEIU members and staff to minimize the risk of data breaches; and
- **Supervision**, including the use of AI to evaluate union staff, inform or make hiring decisions, or justify disciplinary action.