



Artificial Intelligence and Bargaining

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February, 2026

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Artificial Intelligence

What is AI?

- Marketing term
- From a 1955 conference
- A certain kind of **automation**



What do we mean by AI now?

- Artificial intelligence (AI) is the application of data, statistics, and algorithms to decision-making by computers and machines.
- A computer makes a decision (or guess) based on its already “known” data – that data is from previous experiences collected by its programmers.





Economics of Automation

What drives automation?



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- Newly available technology (embedded in new tools)
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- **Profits**



- Machines and technology are expensive.



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- Implementation follows either a cycle of capital renewal or competition change.
 - Machines replaced (age or regulation).
 - New companies.
- More expensive than workers.



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- Bigger company: more tech, more surveillance, more AI.





Affecting Workers

- Augmentation (tools)



Augmentation and Replacement

- Augmentation (tools)
- Replacement (machine)



Augmentation and Replacement

- Augmentation (tools)
- Replacement (machine)
- Using the tool to train the machine.



Changes to the work environment.

- surveillance
- deskilling
- augmentation
- replacement
- speed-up



How do we push back?

- Privacy legislation/CA language
- Committees to slow adoption: notification/study
- (Re)training
- Health and Safety:
 - dependence
 - failure
 - malfunction
 - ergonomics



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- Discipline: demanding “human in the loop”



Bargaining and automation language

- Process should not differ from any other bargaining.
- There is good and bad automation language, how to tell the difference?
- When should you propose "new" language?





Summary

**Automation of Management
and
Automation of Workers**



Preventing Novel Harms

1. Limit automation and surveillance to stated purpose.
2. Information rights (individual and collective).
3. No fully automated terminations.
4. A meaningful right to review.
5. Information about where automation for management is happening with consultation.
6. Impact assessment (access to data).



Augmentation, then replacement

1. Tools versus machines is never clear cut.
2. Surveillance for training the machine: transferring organic knowledge to the machine.
3. Productivity, efficiency, or speed-up? CA are essential to stop speed-up.
4. Ergonomics and changes to work environment (H&S)
5. Deskilling, segmentation of work. When is (re)training necessary?
6. Job loss through automation: contracting-out, seniority, training, policy (outside the firm)



Large benefits of a union with AI

- We know how to deal with these.
- Unlikely we need much brand new language.
- There are dangers inherent in brand new language, but may be necessary.
- Innovative CA enforcement, grievance tracking.
- Education/engagement with members in the process



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