



A STRONG VOICE FOR OREGON'S WORKERS

April 11, 2025

Co-Chair Nathanson and members of the Joint Committee on Information Management and Technology,

The Oregon AFL-CIO represents over 300,000 workers across the state in every sector and is a voice for all workers in the legislative process.

With the rapid onset and utilization of automation, mechanization, and increasingly, Artificial Intelligence across the globe, it's critical that Oregon be proactive – not simply reactive – to the potential changes to how technology can and should affect Oregonians. Particularly for us as worker advocates, we have a keen interest in ensuring that AI is a tool to enhance employees' work and outcomes for Oregonians, not the opposite.

First, I want to thank the chief sponsor of this bill for reaching out early and incorporating our feedback on the bill. We also appreciate that the clear purpose of the AI Council in the bill is to report out on and serve as a central resource for legislators to monitor trends and impacts from the use of artificial intelligence technologies to foster innovation while also safeguarding the well-being of Oregonians.

On that note, the state has already done a lot of good work in defining Oregon values on this topic that I hope will be heavily incorporated and utilized into this Council's work. I had the pleasure to serve on the Governor's Artificial Intelligence Council throughout the interim. Over nearly a year of work, we crafted an [Action Plan](#) that clearly defined key principles, values and actions. Just some include:

- Ensure that AI systems incorporate human oversight, especially in areas impacting equity and ethics
- Consider if AI use could result in undesirable environmental and global impacts prior to adoption & use
- Incorporate principles of diversity, equity, and inclusion and establish requirements and expectations that include ongoing direct community engagement to gather input from affected populations in system development, procurement, and deployment.
- Support development of AI systems as a tool to support worker efficiency, not to replace human autonomy and decision-making
- Develop and implement a process for including front-line (i.e. those actually using the system) workers in conversations and decisions about the adoption, implementation, and ongoing evaluations of AI platforms.
- Establish and make transparent an opt-out and/or appeals process for decisions made by an AI system. Set expectations of mandatory public disclosure when GenAI or similar AI capabilities are used in decision making

Those are just some of the important pieces of that report I wanted to highlight as a baseline for this ongoing work. I believe that part of the reason the Governor's Council was so successful was because of the make-up of that group and because of the expertise and time that the State Information Officer and his team were able to devote in staffing the Council.

These are two pieces that are also already reflected in HB 3592 which we applaud. We urge your support of the bill so that we can continue to understand how to use AI responsibly and appropriately in Oregon.