February 6, 2025

Co-Chairs Pham and 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 of the economy and is a voice for all workers in the legislative process. 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 composition of the board with worker representatives.

HB 4103 with the amendments narrows its scope to state government use of AI and the bill particularly calls out literature reviews, audits of existing policies, use case studies and impact reviews. I had the pleasure to serve on the Governor's Artificial Intelligence Council, which concluded almost exactly a year ago with an Action Plan that includes many of those baselines and clearly defined key principles, values and actions. Just some of those recommendations and considerations include:

- Ensuring that AI systems incorporate human oversight, especially in areas impacting equity and ethics
- Considering if AI use could result in undesirable environmental and global impacts prior to adoption & use
- Incorporating 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.
- Supporting development of AI systems as a tool to support worker efficiency, not to replace human autonomy and decision-making
- Developing and implementing 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.
- Establishing and making 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 critical established baselines for AI Principles in state government use.   We look forward to working with this committee and the Legislature in future sessions to pass meaningful policy that uses technology to enhance work across the state while putting in clear guardrails and protections for Oregonians most at risk for hard from any adverse impacts.