

AI IN THE WORKPLACE

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THE EXPLOSION IN ARTIFICIAL INTELLIGENCE

DATA MINING DEEP LEARNING



AI

Your desires



Grocery warehouse

ROBOTICS





COMPUTER VISION, AMPLIFICATION, SPEECH RECOGNITION



Step 6 of 15
Torque the nut
Range: 51 - 55 (in/lb)
53



ANGER	5%
INTELLIGENCE	87%
CONFIDENCE	65%
RELIABILITY	90%
GENUINENESS	80%

**YOU'RE
HIRED**



HIRING



HIRING

Videogames

Want to
work here?
Play this
game first!





HIRING

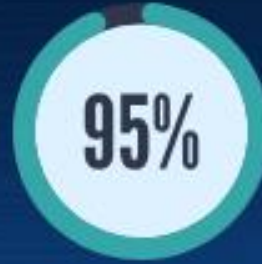
Discrimination issues

CREATES BIAS

- Flaws: humans or data
- Past hiring practices
- Import prejudice from other sources

REDUCES BIAS

- Creates “virtual screen”
- Identifies sources of bias
- Decreases unconscious bias



PERFORMANCE, PAY & PROMOTIONS



MONITORING IN THE WORK SPACE





CHILLS
Workers discussing working conditions and union activity

MONITORING OFF WORK AND ONLINE ACTIVITIES



ON DUTY
Phone calls
Emails



OFF DUTY
Social Media

LEGITIMATE NEEDS

Flagging of employees who can pose safety problems

Preservation of company's reputation

JOB REDESIGN

BRAIN
CHECK-UP

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PATIENT PROFILE

PROGRAM DETAILS

NOTES

DOWNLOAD

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MEDICAL
CARE



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A NEW ROLE FOR UNIONS

Mitigate
pain of
job losses

Only
reasonable
monitoring

Regular
educational
leave

Up-skilling
of
jobs

Worker Privacy Issues

- Federal laws (ECPA, SCA, CFAA) offer scant protection.
- California Consumer Privacy Act (eff. 1.1.20) might.
- European GDPR: right to access/delete personal data.
- Electronic resumes & property issues.

Antitrust Issues:

Collaboration Among Competitors

- Sharing salary information.
- No-poaching agreements.
- Boycotts & blacklists.

Labor Issues:

- Protected concerted activity.
- Duty to bargain over A-I & electronic surveillance.
- Union representation in the era of algorithmic personnel decision-making.