



IAM
UNION

International Association of Machinists
& Aerospace Workers

IAM UNION SUPPORTS WORKERS' RIGHTS IN AGE OF ARTIFICIAL INTELLIGENCE

Artificial Intelligence (AI) and automated management tools are spreading rapidly across every sector where IAM members work—aerospace and defense plants, airline operations, manufacturing floors, rail yards, transit agencies, healthcare facilities, automotive shops and federal worksites. Employers are deploying algorithmic systems to schedule shifts, score productivity, recommend discipline, screen job applicants and monitor workers in real time, often without transparency or meaningful human review.

Based on estimates from various sources, more than 70% of U.S. employers now use digital surveillance tools and more than 60% use AI-powered analytics to evaluate worker performance. **There is currently no federal law setting limits on these systems. The IAM Union supports both the No Robot Bosses Act (H.R. 6371) and the Stop Spying Bosses Act (H.R. 7690)** as essential first steps toward federal standards that protect all workers from unchecked algorithmic management and invasive workplace surveillance.

Support H.R. 6371, No Robot Bosses Act

Employers across IAM-represented industries are deploying automated decision systems to make or heavily influence hiring, discipline, scheduling, and firing decisions. Under current federal law, there are **no requirements** for human oversight, no obligation to inform workers when an algorithm has been used against them, and no meaningful right to challenge an AI-driven employment decision.

The No Robot Bosses Act would fix these challenges by:

- **Mandating human oversight:** the bill would prohibit employers from relying solely on automated decisions for any hiring, firing, promotion, demotion, or disciplinary action and require a qualified human to independently corroborate the AI's output before an action is taken.
- **Increasing transparency and disclosure:** the bill would require employers with 11 or more workers to disclose to employees and applicants when an automated decision is used, the data it collects, how it reaches conclusions and how a worker may dispute or the system or opt out.
- **Improving enforcement and ensuring accountability:** the bill establishes a new division within the Department of Labor to oversee compliance and protect workers rights across covered industries. The bill would also allow courts to impose penalties and damages for violations that adversely impact workers. Lastly the bill would prohibit predispute arbitration agreements from blocking a worker's right to legal recourse for AI related violations

The bill is led by Reps. Bonamici (D-OR) and Deluzio (D-PA) and Del. Moylan (R-GU).

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Support H.R. 7690, the Stop Spying Bosses Act

In addition to employers deploying automated decision systems, many are also beginning to use invasive workplace surveillance and monitoring technologies, **often without workers' knowledge**. There are no federal regulations to limit this software's ability to collect data, who can see it, how it can be used, etc. This "bossware" is AI-infused monitoring software that tracks everything from keystrokes and machine output to biometrics, GPS location and off-duty online activity.

The Stop Spying Bosses Act would:

- **Require mandatory disclosures to workers when the software is tracking them;**
- **Place prohibitions on abusive surveillance; and**
- **Create a federal enforcement infrastructure for violations.**

The Stop Spying Bosses Act as introduced in 2024 is being led by Rep. Chris Deluzio (D-PA) and Rep. Suzanne Bonamici (D-OR). It may be reintroduced as soon as June of 2026. We urge your boss to cosponsor.