

Fighting for AI protections

Artificial intelligence is changing how work gets done and how employers can monitor and make decisions about workers. We shouldn't have to rely on employer policies or promises to protect our jobs, privacy, and rights. We need clear, enforceable protections in our collective agreements.

Why this matters to you

- **AI is changing public service work:** AI and automated tools are influencing decisions about jobs, performance, and surveillance with little transparency for workers.
- **New technology shouldn't mean more surveillance:** Common tools like Outlook 365 have AI-driven capabilities that can track productivity metrics, work patterns, and sensitive worker data.
- **We've seen what happens when technology gets ahead of people:** The Phoenix pay system showed the consequences of introducing technological changes without adequate safeguards, testing, and worker involvement. AI is too important to get wrong.



What members are telling us

73% are concerned about the lack of transparency around surveillance practices.

59% say they're not aware of any available AI training in their workplace.

What protections already exist

Technological change provisions in our collective agreements were updated during the last round of negotiations to include software. The federal government also has policies to address the use of automated decision-making and AI. But government policy is not the same as a right in your collective agreement. Policies can change, and their application is subject to interpretation from management, so they don't give workers the same protection.

What PSAC is proposing

PSAC is bargaining for clear rules that put workers at the centre of decisions about AI and emerging technologies.

- **No automated decisions about your rights:** A ban on using automated decision-making systems to make or support decisions affecting an employee's rights, duties, working conditions, discipline, or hiring.
- **Limits on workplace surveillance:** Clear rules preventing electronic surveillance from being used to monitor, assess, or evaluate workers' performance or productivity. Plus, a guarantee that teleworkers will not be subjected to increased monitoring.
- **Paid training during work hours:** Employer-funded training during working hours to ensure workers have the time and support to learn how new tools work, understand their risks, and adapt to the changes.
- **Protection when AI gets it wrong:** Workers should not face discipline or personal liability for errors, inaccuracies, or bias resulting from the prescribed use of AI tools.
- **Strong privacy protections:** Requirements on where AI systems and data are stored, and a strict ban on AI accessing or analyzing sensitive equity and self-identification information.

"The prime minister is throwing two billion dollars of public money into a national AI strategy yet still has no answers on what it means for job security, surveillance protections, or public accountability."

– Sharon DeSousa,
PSAC National President

Start the conversation at work

Solidarity in the workplace starts with a conversation. Talk to your coworkers about why AI protections matter in this round of bargaining:

1. How is AI already being used in your workplace?
2. Why is it important to have negotiated protections around AI instead of voluntary policies?
3. What training or safeguards do you think would be helpful for working with new AI tools in your daily work?



Stay connected and get involved

Scan the QR code to visit [your bargaining page](#) for our full bargaining proposals, frequently asked questions, and additional resources to help you stay engaged in this round of bargaining.



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