

Ethical Human Workforce Act (EHWA) - Revised Framework

Targeted Labor Protection and AI Transition Policy

Executive Summary

Rather than creating broad "ethical workforce" standards, this revised EHWA framework focuses on specific labor protections needed as AI automation affects employment. It builds upon existing labor law and workforce development programs while addressing AI-specific displacement and collaboration challenges.

Core Problems Identified

1. **AI Displacement Without Transition Support:** Workers lose jobs to automation without adequate retraining or income support
2. **Lack of AI-Human Collaboration Standards:** No guidelines for fair human-AI workplace integration
3. **Insufficient Disclosure of AI Use:** Workers don't know when AI systems affect their employment decisions
4. **Skills Gap for AI Era:** Educational and training systems lag behind AI-driven job market changes

Targeted Policy Solutions

1. AI Displacement Early Warning System

Employer Notification Requirements:

- Companies must provide 120-day notice before AI implementations that affect >10% of workforce
- Impact assessments required for AI systems that could eliminate job categories
- Public reporting of AI adoption plans for companies above size thresholds

Worker Transition Support:

- Mandatory retraining funds tied to AI implementation (percentage of AI investment)
- Income support during transition periods for displaced workers
- Career counseling and placement services for AI-affected employees

2. Human-AI Collaboration Standards

Workplace Integration Guidelines:

- Human oversight requirements for AI systems making employment decisions
- Right to explanation for AI-influenced performance reviews, hiring, or termination
- Protection against discriminatory AI bias in workplace systems

Worker Rights Framework:

- Right to know when AI systems monitor or evaluate work performance
- Appeal processes for AI-driven employment decisions
- Protection from retaliation for questioning AI system decisions

3. AI Transparency in Employment

Disclosure Requirements:

- Job postings must indicate if AI systems participate in hiring decisions
- Performance reviews must identify AI-generated metrics or recommendations
- Clear explanation of how AI systems affect compensation or advancement

Data Protection:

- Worker control over personal data used in workplace AI systems
- Limits on behavioral monitoring and predictive analytics
- Right to correction of AI-generated worker profiles or assessments

4. Workforce Development for AI Era

Educational System Updates:

- Integration of AI literacy into K-12 curricula
- Community college programs for AI-adjacent skills training
- University partnerships for rapid workforce reskilling programs

Employer Training Obligations:

- Companies implementing AI must provide relevant training to affected workers
- Tax incentives for comprehensive AI transition training programs
- Industry-specific retraining standards and certification programs

5. AI Ethics Officers in Large Organizations

Organizational Requirements:

- Companies above threshold size must designate AI Ethics Officers
- Focus on employment impact rather than general AI ethics
- Report to board level and have independent authority

AEO Responsibilities:

- Assess employment impact of proposed AI implementations
- Develop human-AI collaboration protocols
- Handle worker complaints about AI systems
- Ensure compliance with AI transparency requirements

Implementation Strategy

Phase 1: Large Employer Compliance (Year 1)

- Apply to companies with >1,000 employees
- Focus on AI systems directly affecting employment decisions
- Establish basic disclosure and transition support requirements

Phase 2: Broader Industry Coverage (Year 2-3)

- Extend to medium-sized employers (>250 employees)
- Develop industry-specific implementation guidelines
- Create regional workforce development partnerships

Phase 3: Comprehensive Framework (Year 3-5)

- Small business adaptations and support programs
- Advanced AI-human collaboration standards
- International coordination on AI labor standards

Key Differences from Original EHWI

1. **Specific Focus:** Targets AI-related employment issues rather than broad workforce ethics
2. **Practical Scope:** Builds on existing labor law rather than creating new worker right categories
3. **Measurable Outcomes:** Focuses on concrete protections rather than abstract ethical principles
4. **Economic Realism:** Acknowledges AI adoption benefits while protecting affected workers

Enforcement Mechanisms

Regulatory Structure

- Utilize existing Department of Labor agencies
- Create AI Employment Impact units within labor departments
- Coordination with existing workforce development programs

Compliance Tools

- Regular audits of AI employment systems
- Worker complaint processes with investigation authority
- Financial penalties for non-compliance with transition requirements

Incentive Structures

- Tax credits for exemplary AI transition programs
- Public procurement preferences for compliant companies
- Industry recognition programs for best practices

Economic Impact Analysis

Implementation Costs

- Large employers: \$500K-2M initial compliance setup
- Ongoing costs: 2-5% of AI implementation budgets
- Public sector: Enhanced workforce development funding requirements

Economic Benefits

- Reduced social costs from AI displacement
- Improved worker productivity through better AI-human collaboration
- Enhanced public trust in AI adoption leading to faster beneficial deployment

Success Metrics

Worker Protection:

- Percentage of AI-displaced workers successfully retrained

- Time to reemployment for AI-affected workers
- Worker satisfaction with AI transparency and collaboration

Economic Efficiency:

- Continued AI adoption rates with improved worker outcomes
- Reduction in AI-related workplace disputes
- Skills gap reduction in AI-adjacent job categories

Innovation Balance:

- Maintained competitiveness of domestic AI industry
- Development of human-AI collaboration best practices
- Export potential for ethical AI workplace standards

International Coordination

Trade Policy Integration:

- Include AI labor standards in trade agreements
- Mutual recognition of AI ethics officer certifications
- Coordination with ILO on global AI labor standards

Best Practice Sharing:

- International forum for AI workplace transition experiences
- Research collaboration on effective retraining programs
- Joint development of AI-human collaboration methodologies

Sector-Specific Adaptations

Manufacturing

- Focus on robotics integration and maintenance skill development
- Emphasis on human oversight of automated quality control
- Retraining for AI-enhanced production processes

Services

- Customer service AI-human collaboration protocols
- Financial services AI decision transparency
- Healthcare AI support role development

Creative Industries

- AI tool integration training for creative professionals
- Copyright and attribution standards for AI-assisted work
- Preservation of human creative roles alongside AI enhancement

Conclusion

This revised EHVI framework addresses legitimate concerns about AI's impact on employment while remaining economically viable and politically feasible. By focusing on specific, measurable protections rather than broad ethical principles, it provides practical safeguards for workers during the AI transition.

The framework recognizes that AI adoption will continue regardless of regulation, so it focuses on ensuring that transition happens in ways that protect worker dignity, provide adequate support during displacement, and establish fair standards for human-AI collaboration in the workplace.

Rather than opposing AI development, this approach channels it toward outcomes that benefit both economic efficiency and worker wellbeing, creating a foundation for sustained public support for beneficial AI deployment.