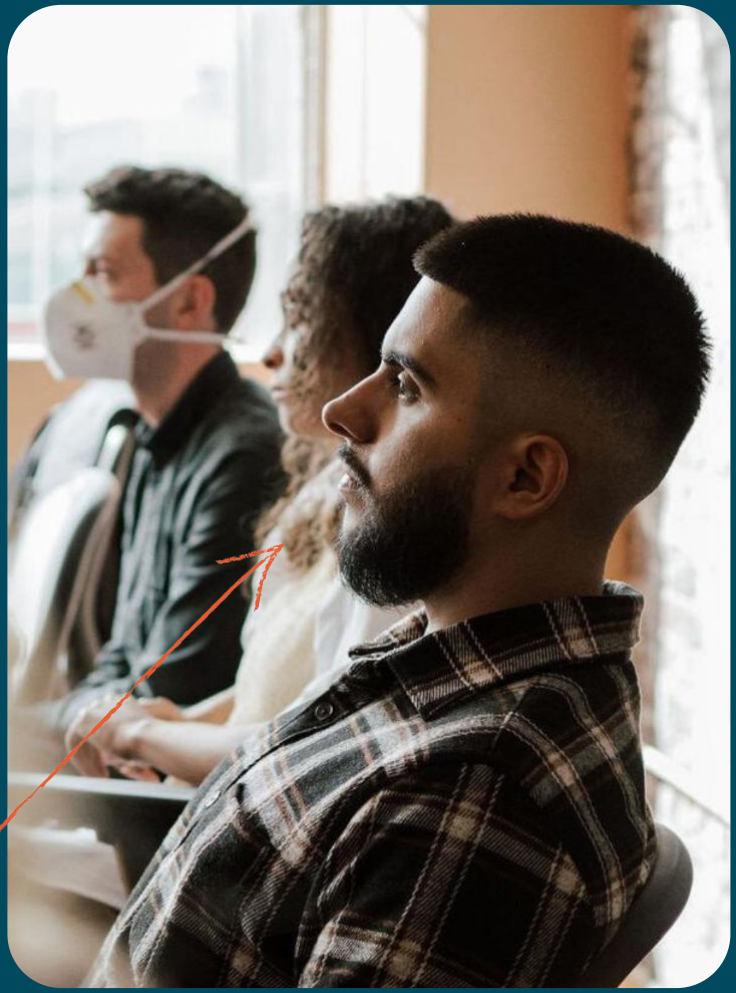
TECH EQUITY

LABOR & AI

Samantha Gordon | Chief Advocacy Officer | TechEquity



ABOUT US

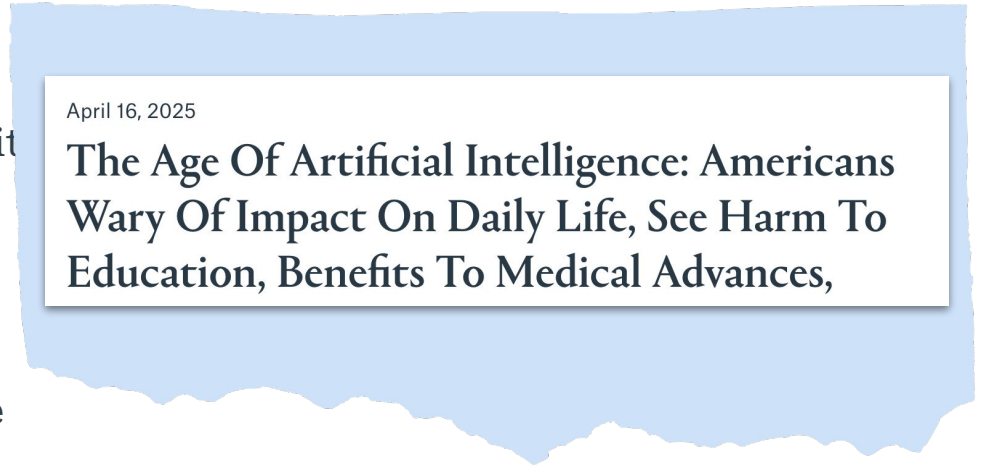
We raise public consciousness about economic equity issues resulting from the tech industry's products and practices and advocate for change that **ensures tech's evolution benefits everyone.**

THE TRUST GAP

Public Sentiment on AI

While AI is generating excitement, it's also fueling widespread fear about what it means for workers, families, and the future.

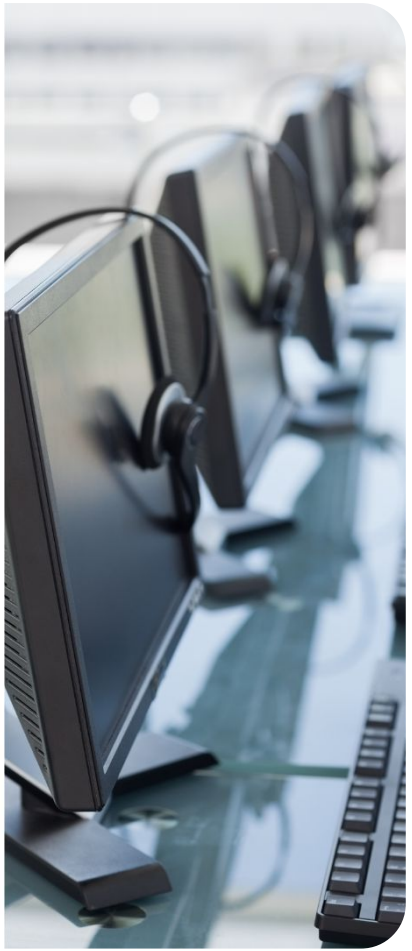
Poll after poll shows Americans are skeptical they'll personally benefit — creating a growing trust gap between the public and the companies building these systems.



A NEW ERA DEMANDS NEW WORKER RIGHTS

A century ago, lawmakers fought back against industrial-era exploitation with landmark protections — the minimum wage, child labor laws, the 8-hour workday — that built the middle class and strengthened the entire economy.

Today, we stand at a similar inflection point with AI. Workers need the same vision for bold solutions as earlier generations.



MINNESOTA'S MOMENT

Excitement is shifting**: 44% of Americans believe AI could harm the economy. 64% think it will lead to job losses.**

And these concerns are bipartisan. This moment calls for 21st century labor standards that give workers a fair shot at benefiting from this technology — and Minnesota has the opportunity to lead the way.

GOOD FOR WORKERS. GOOD FOR BUSINESS.

There are studies showing that worker involvement and support is critical to ensuring the success of this technology.

Superagency in the Workplace (McKinsey)

Finds AI maturity requires worker investment and input; companies that skip this step fail to scale the technology.

Work Reimagined Study (EY)

A global EY study of 15,000 employees found that while nearly 9 in 10 workers now use AI, only 28% of organizations are positioned to turn it into high-value outcomes.

Artificial Intelligence Index (Stanford)

Stanford found AI delivers 14-15% productivity gains in frontline roles — but only when workers use it as a tool, not a replacement.

THE MOVEMENT IS ALREADY UNDERWAY

In 2026 alone, **over 300 bills have been introduced specifically on AI and labor** — and thousands more are moving across the country on AI broadly.

THREE AREAS DRIVING 21ST CENTURY LABOR STANDARDS

Algorithmic Management

Governing how AI makes decisions about workers' wages, schedules, and discipline

Electronic Monitoring

Setting guardrails on workplace surveillance tools like keystroke logging, location tracking, and productivity scoring

Human in the Loop

Ensuring a human is meaningfully involved before an algorithm drives a consequential decision about a worker's livelihood

JOB DISPLACEMENT & AUTOMATION

Policies are shaping up into three key categories including bills that **protect workers from automation**; those that ensure **workers do not have to train their AI replacement**; and the provision of **education and training** for the 21st century economy

THE ARGUMENTS HAVEN'T CHANGED – ONLY THE TECHNOLOGY HAS

THEN: SEATBELTS	*NOW:* AI
"Mass hysteria created by corporate-controlled media"	"Government shouldn't regulate AI — let the market decide"
"Mandatory seatbelts will ruin vehicle styling and hurt sales"	"Guardrails will slow innovation and drive AI development overseas"
"Safety is a priority — we just need to study this a few more years"	"Government doesn't know enough yet — give AI time to develop before adding guardrails"

TECH EQUITY

WE'VE MADE THE RIGHT CALL BEFORE. WE CAN DO IT AGAIN.

We ended child labor. We established the minimum wage. We required seatbelts. We chose guardrails — and it made us and our economy stronger. Now is the time to make the right call again.

TECH EQUITY