Congress of the United States

Washington, DC 20515

April 6, 2026

President Donald J. Trump
The White House
1600 Pennsylvania Avenue
Washington, DC 20500

Mr. President:

We write today to ask that the Administration incorporate worker-centered principles into federal artificial intelligence policy, guidance, and procurement. Making AI benefit American workers is not only a matter of fairness, but is essential to U.S. global competitiveness, economic leadership, and long-term security. Artificial intelligence can support innovation, new industries, and expanded opportunity, but its impact will ultimately be determined by the working people whose skill and judgment put those tools to use. That promise will only be realized if AI is developed and deployed with meaningful worker involvement and input. This is not a partisan issue, but a shared responsibility to make sure that technological progress reflects American values and empowers American workers.

The AFL-CIO has outlined a set of nonpartisan principles in a new report, A*rtificial Intelligence: Principles to Protect Workers*, that offer a responsible path forward.[1] These principles call for transparency, accountability, fair notice, retraining, and a meaningful role for workers and their unions in shaping decisions about technology. Collective bargaining must be a central avenue through which workers shape how AI is designed, implemented, and governed in their workplaces. AFL-CIO provides a framework so that AI supports workers, protects their rights, and strengthens the economic foundations of American leadership. While Congress continues its work on legislation in this area, we believe the Administration can take immediate steps to reflect these core commitments in federal AI policy and oversight.

As artificial intelligence becomes more integrated into the workplace, it is essential that technology be developed and deployed in ways that elevate worker voices and support collaboration between labor and management. Workers should have clear information about how AI is used, what data is collected, and how decisions are made, with meaningful opportunities for training, retraining, and input as new tools are developed and introduced. Human judgment must remain central, and workers should have recourse when automated systems affect job assignments, evaluations, or employment decisions. AI must also be used to improve safety, job quality, and productivity, not to undermine privacy or circumvent the role that workers and their organizations play in shaping their workplaces. The federal government can set the standard by making sure AI systems used in public settings are transparent, accountable, and responsibly

[1] AFL-CIO, *Artificial Intelligence: Principles to Protect Workers*, October 15 2025, https://aflcio.org/reports/workers-first-ai.

designed, with practices that reflect the public interest and reinforce trust in both technology and the people who use it.

AI should improve safety, job quality, and productivity, not erode privacy, expand surveillance, or weaken the role of workers in their organizations and workplaces. While AI may streamline tasks, its impact will ultimately be determined by the people who use it, and strong worker involvement is what turns technological progress into broadly shared economic progress. But the risks are real. Without safeguards, automated systems can displace workers or concentrate decision-making power in ways that diminish the voice of workers. These principles are not barriers to progress— they are the foundation of it. America's greatest technological breakthroughs have always paired bold vision with respect for the people whose skill and creativity make innovation possible. Artificial intelligence offers the same opportunity. We must choose to build it with responsibility, fairness, and transparency.

We respectfully urge the Administration to incorporate worker-centered guardrails into federal AI policy, guidance, and procurement. We also request that the Administration include labor organizations, frontline workers, and workforce experts as part of ongoing AI policy development. We stand ready to work with you in a bipartisan manner so that American workers are full partners in shaping the future of artificial intelligence.

Artificial intelligence can help usher in a new American century. But success will not be measured by how rapidly technology advances. It will be measured by how widely it benefits the American people. We look forward to working with you so that AI strengthens the American workforce, protects fundamental rights, and fulfills our shared commitment to dignity in work.

Sincerely,

Mark Kelly
United States Senator

Brian K. Fitzpatrick
Member of Congress

CC:

Acting National Security Advisor, Marco A. Rubio
Secretary of Labor, Lori Chaves-DeRemer
Director, Office of Science and Technology U.S. Department of Policy, Michael Kratsios
Special Advisor for AI and Crypto, David O. Sacks