BIOGRAPHIES OF PANELISTS

Joint Assembly Labor and Privacy & Consumer Protection Committees

August 7, 2024

AI in the Workplace: Ensuring new technologies work for workers

Panel 1: AI in the workplace is pervasive and largely unregulated

1) Annette Bernhardt, Director, Technology and Work Program, UC Berkeley Labor Center

> Annette Bernhardt (she/her) is director of the Technology and Work Program at the UC Berkeley Labor Center, and a senior researcher at the UC Berkeley Institute for Research on Labor and Employment. She recently was visiting professor in the UC Berkeley Sociology Department, as well as a fellow at the Roosevelt Institute. Previously she was policy co-director of the National Employment Law Project, where she coordinated policy analysis and research on living wage standards, enforcement of workers' rights, and accountable development. A leading scholar of low-wage work, Dr. Bernhardt has helped develop and analyze innovative policy responses to economic restructuring in the United States.
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> She was one of the principal investigators of the landmark study *Broken Laws, Unprotected Workers*, which documented high rates of minimum wage, overtime, and other workplace violations in the low-wage labor market. She has also been a leader in collaborating with immigrant worker centers and unions to develop innovative models of community-based research. Her current research focuses on domestic outsourcing, the gig economy, and the impact of new technologies on low-wage work. Dr. Bernhardt's books include the co-edited *The Gloves-Off Economy: Workplace Standards at the Bottom of America's Labor Market*. She has published widely in journals such as the American Journal of Sociology, the American Sociological Review, and the Journal of Labor Economics, among others. Dr. Bernhardt received her Ph.D. in sociology from the University of Chicago in 1993.

2) Sara Flocks, California Labor Federation

Sara Flocks is the Legislative and Strategic Campaigns Director for the California Labor Federation (AFL-CIO), previously she spent the last 11 years at the AFL-CIO as their Policy Coordinator. Prior to joining AFL-CIO, she worked for the United Farm Workers and the UC Berkeley Labor Center as a Labor-Policy Specialist. She founded and co-directed Young Workers United, a worker center in San Francisco that organized retail and restaurant workers, fighting wage theft and winning millions of dollars in lost wages for workers. She worked on San Francisco's minimum wage ordinance and ran the campaign to pass the landmark paid sick days law in 2006 that sparked a national movement for paid sick days and served as the model for California's state law. Recently, Sara has worked extensively on the impact of technology and automation on workers.

Pro Tem Atkins appointed Sara to serve as a Commissioner on the Health California for All Commission (HCFA), and she was a participant in the year-long California Health Care Initiative, a project of the national Convergence Center for Policy Resolution. She is one of the authors of "I Know What It's Like to Struggle": The Working Lives of Young Students in an Urban Community College" published in the Labor Studies Journal and her work is profiled in the book Worker Centers: Organizing Communities at the Edge of the Dream by Janice Fine. Sara went to UC Berkeley and has a Masters' Degree in Public Administration from the Harvard Kennedy School.

Panel 2: In-depth examples of AI in the workplace

1) Professor Hilke Schellmann, New York University

   Professor Schellmann is the author of the investigative book "The Algorithm" from Hachette. She is also an Emmy-Award winning journalist, freelance reporter and journalism professor at NYU. She covers artificial intelligence and the future of work for the Wall Street Journal, the Guardian and MIT Technology Review amongst others. Formerly, she was a showrunner and reporter for the Wall Street Journal's video series Moving Upstream. Her work has been featured in The Wall Street Journal, The New York Times, MIT Technology Review, TIME, The Atlantic and many others. She will speak to the use of AI in hiring, monitoring, evaluating, and firing workers.

2) Rosalba Arciniega, Janitor, SEIU USWW

   Ms. Arciniega works for a cleaning company that contracts with Apple to clean their campus. She can speak to frontline experience related to automation and systems that assign work and track workers' time logged and location. She will also speak to experience related to inclusion of workers in the adoption of technology at the workplace.

3) Professor Chris Tilly, UCLA

   Professor Tilly studies labor markets, inequality, urban development, and public policies directed toward better jobs. He is particularly interested in understanding how combinations of institutions and markets generate unequal labor outcomes, and in how public policy and collective action can successfully be directed toward improving and equalizing such outcomes. Within this framework, Professor Tilly has examined part-time and contingent work, gender and racial disparities, job mobility, and other issues.

   While continuing to conduct research on workplace issues in the United States, Professor Tilly has increasingly undertaken comparative research on countries including Brazil, China, India, Korea, Mexico, and South Africa, along with several European

countries. His areas of greatest expertise are the United States, Mexico, and Latin America. Professor Tilly will speak to issues related to surveillance and automation.

4) Jim Araby, Strategic Campaigns Director, UFCW Local 5

Mr. Araby is the Strategic Campaigns Director at UFCW Local 5, a 30,000-member union based in the San Francisco Bay Area. Jim works across Northern California to build political power for UFCW members, who work in the grocery, retail, retail drug, cannabis, and agricultural industries. He also serves on the advisory board at the UC-Berkeley Labor Center, is an appointee on California's Interagency Advisory Committee on Apprenticeship (IACA) and is a former board chair for CORO Northern California. Prior to joining UFCW 5, Jim was the Executive Director of UFCW Western States Council, where he helped lead coalitions in California to pass first in the nation laws on the following: paid-sick days, banning plastic bags, worker retention in the grocery industry and regulating medical cannabis. He will speak to issues related to fulfillment centers, including automation and surveillance.

5) Chris Nielsen, Director of Education, California Nurses Association

Chris will give a high-level overview of the perspective of nurses as hospitals incorporate AI into healthcare processes.

Panel 3: Making technology work for workers

1) Sean Astin, Actor, Member of SAG-AFTRA's National Board and Vice Chair of the National Board's Government Affairs Committee

   The legendary protagonist of *Rudy* will speak to issues related to the use of AI and digital replicas to supplant actors.

2) Andrew Gena, Research Director, Amalgamated Transit Union

   Mr. Gena will speak to experience related to passage and implementation of Assemblymember Kalra's AB 96 (2023), which requires a public transit employer to provide written notice to an exclusive representative of the workforce affected by autonomous transit vehicle technology.

3) Sandra Barreiro, Governmental Relations Advocate, SEIU California

   Ms. Barreiro will speak to the experience of state workers and issues related to the Governor's EO on GenAI, including training and upscaling of workers and fighting to keep certain classifications in existence.