

Resolution for a New CBA Article Governing the Use of AI

Whereas, there has been massive investment in and development in machine learning (ML), especially so-called artificial intelligence (AI) large language models (LLMs), and other algorithmic technologies over the last few years; and

Whereas, there is widespread concern about impact of these technologies on the workforce throughout the economy; and

Whereas, there is a long history of workers and unions challenging the introduction of new technologies in order to maintain power in the workplace; and

Whereas, other unions have begun to address AI in their CBAs (e.g., SAG, AFTA, and WGA) and have had significant victories in this arena; and

Whereas, there are concerns that AI will replace roles at the University that will make it difficult or impossible to solve classroom, human resources, or other issues since it is not intelligent; and

Whereas, the CSU has already begun to push AI as a tool through workshops, trainings, and institutional development; and

Whereas, AI, especially LLMs, and other algorithmic technologies are often referred to as “smart,” “AI powered,” “data driven” or other euphemistic terminology to conceal their implementation from users and enhance the perception of their value; and

Whereas, the CSU and individual campuses regularly sign contracts with tech companies, implement new learning technologies, and impose new technological “solutions,” including “smart,” “AI powered,” or “data driven” technologies, without consulting CFA; and

Whereas, AI will have a wide range of impacts that can’t be addressed by simply amending existing one CBA article including: AI’s propensity to exacerbate forms of institutional racism, sexism, and gender discrimination raises concerns around hiring and evaluation; AI’s threat to intellectual property including use of music, writing, and the creative arts as well as faculty generated course content without acknowledgement or permission; the potential for online instruction without direct faculty oversight or the massive expansion of classes through mandated AI use as a “speed-up”; and AI’s impact on development of new ideas, creativity, and academic freedom; and

Whereas, there are serious concerns about the detection of AI generated content in academic work which include: AI “writing assistants” eroding student writing skill; AI “detectors” inability to distinguish between AI “assisted” writing and AI generated writing which predominantly impact our most vulnerable students; AI enhancing academic fraud through AI generated papers and

content, specifically in sciences with no ability to verify results; AI generated content used for institutional messaging by administration to faculty and students; and

Whereas, there are a range of other social consequences and ethical concerns related to the expansion of AI, including: AI's reliance on massive resources (water, minerals, energy, land), and likely contribution to global warming; AI's dependence on poorly paid and often traumatized "commercial content moderators" and "microtaskers," often in the Global South; AI's contribution to racial and gender biases in society facial recognition systems; AI's magnification of inequality in criminal justice through its use for pre-crime or sentencing; AI's magnification of inequality in, judging benefits, healthcare, finance, and home ownership through its use as an evaluative tool; and

Whereas, the growing use of AI generated content raises the serious problem of auto-cannibalism and dead internet which occurs when AI output is used to train AI that will gradually erode creativity, which may render the internet useless as a tool; therefore

Be it resolved that the California Faculty Association will fight to protect academic labor from the incursion of AI;

Be it resolved that management be prevented from forcing the use of artificial intelligence by bargaining unit members;

Be it resolved that management may not use artificial intelligence to perform bargaining unit work;

Be it resolved that AI not be integrated into hiring processes of bargaining unit positions, and or into the processes of evaluation of bargaining unit members;

Be it resolved that the CSU meet engage in meet and confer sessions with any management introduction of artificial intelligence that may impact the work of bargaining unit members; and

Be it resolved that the California Faculty Association propose an article in its next round of bargaining to govern the use of AI towards these ends.

Be it resolved that no university or third party vendor can use data or material produced by faculty for AI training or development without the faculty member's written consent to these and other purposes.