



ORANGE COUNTY EMPLOYEES ASSOCIATION

Public Sector Landscape – AI and Workers
Tim Steed, OCEA Assistant General Manager



THANK YOU FOR HAVING ME!

What is a Union?



A union is an organization formed by workers to join together and speak with one voice at work.



Individually, workers often have little power to change pay, schedules, or working conditions; collectively, they do.



Unions exist to make workplaces fairer, safer, and more predictable for employees.



ORANGE COUNTY EMPLOYEES ASSOCIATION

WORKING PEOPLE STANDING TOGETHER | ESTABLISHED 1937

OCEA LEADERSHIP

LETI GUERRERO
OCEA PRESIDENT

CHARLES BARFIELD
GENERAL MANAGER

TIM STEED
ASSISTANT GENERAL MANAGER

TIA GRASSO
GENERAL COUNSEL

DON DROZD
SENIOR COUNSEL

JENNIFER BETANCOURT
CONTROLLER

VERONICA RODARTE
OPERATIONS MANAGER

KEVIN RUSH
CREATIVE DIRECTOR

OCEA REPRESENTS MORE THAN 18,000 WORKERS IN VARIOUS BARGAINING UNITS THROUGHOUT THE FOLLOWING JURISDICTIONS

COUNTY OF ORANGE:

General Unit | Healthcare Professionals Unit
Community Services Unit | Supervisory Management Unit
Office Services Unit | Sheriff's Special Officer Unit

ORANGE COUNTY SUPERIOR COURT:

General Unit | Court Clerk Unit | Supervisory Unit

ORANGE COUNTY CITIES:

City of Anaheim | City of Brea | City of Costa Mesa
City of Fullerton | City of Garden Grove | City of Huntington Beach
City of Irvine | City of Laguna Beach | City of Laguna Niguel
City of Newport Beach | City of Orange | City of Placentia
City of San Clemente | City of Santa Ana | City of Seal Beach
City of Yorba Linda

ORANGE COUNTY SPECIAL DISTRICTS:

Mesa Water District | Moulton Niguel Water District
Orange County Fire Authority | Orange County Public Law Library
Orange County Sanitation District | Orange County Water District
Santa Margarita Water District | South OC Wastewater Authority
Yorba Linda Water District

OCEA IN THE COMMUNITY

THE WORLD FAMOUS
OCEA HOT DOG WAGON SERVES
THOUSANDS OF HOT DOGS EACH
YEAR TO OC RESIDENTS

FOUNDING SUPPORTER
OF VOICE OF OC

AFFILIATE OF THE COUNTY & STATE



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ORANGE COUNTY EMPLOYEES ASSOCIATION

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OCEA Members and AI



AI and Work: The Tension



AI to Enhance Public Service

Does the
Impossible

Allows for
Deeper
Work

Analysis and
Evaluation

Resource
Allocation

How do People Really Feel About AI?

A majority of Californians (55%) are more concerned about future AI advancements than excited

“Companies Are Ramming Things Through Fast, And It Feels Sketchy. Honestly, It’s Freaking Me Out.”

– Focus Group Participant

(TechEquity)

How do People Really Feel About AI?

57% of Americans believe they have little to no control over AI in their lives

61% of Americans say they want more control over AI

(Pew Research)

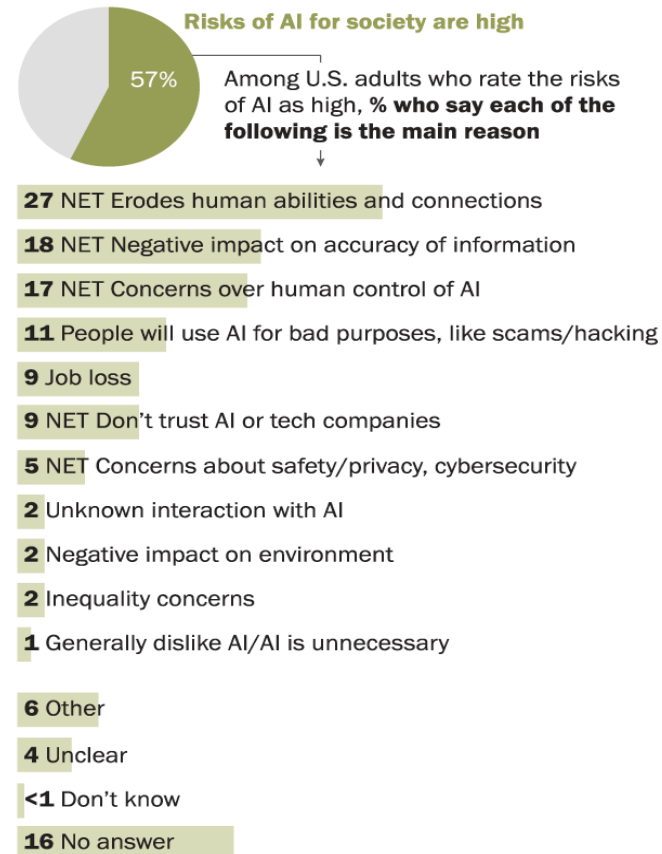
Universal Concern: Safety

97% of Americans polled agree that AI safety needs to be subject to regulation (Gallup)

80% of Americans polled believe the government should maintain rules around safety, even if it means developing AI capabilities more slowly. This view is held by 88% of Democrats and 79% of Republicans and Independents.

Top, Most Common Concern: Eroding Human Connection and Skills

Americans who see high risks from AI most commonly cite 'erosion of human skills and connections' as the reason



What is Work Anyway?

It's “[a] conviction that we are genetically hardwired to work and that our species’ destiny has been shaped by a unique convergence of purposefulness, intelligence, and industriousness that has enabled us to build societies that are so much more than the sum of their parts.”

(Suzman, James. “Work: A Deep History, From the Stone Age to the Age of Robots.”)

Public Policy and Contract Language

Public Policy Aspects

- Elected Decision Makers
- Public Sector Professionals

Contract Language

- Job Protection
- Access
- Values Based

Values Based



Inclusive and Accessible



Privacy, Transparency,
and Accountability



Long-Term Growth and
Sustainability



Ethical and Meaningful Impact



AI Literacy and Workforce
Development



Empowerment, Innovation,
and Competitiveness



Values Based

BLUEPRINT FOR AN AI BILL OF RIGHTS

MAKING AUTOMATED
SYSTEMS WORK FOR
THE AMERICAN PEOPLE

OCTOBER 2022

1. **Safety and Effectiveness:** Employees and clients shall be protected from unsafe or ineffective AI-related systems.
2. **Equity in Design:** Employees and clients shall not face discrimination from algorithms; systems must be designed and implemented in an equitable manner.
3. **Data Protection:** Employees and clients shall be safeguarded against abusive data practices. Protections will be built into AI-related systems.
4. **Transparency:** Employees shall be informed when an automated system is in use. They should understand how and why these systems contribute to specific outcomes.
5. **Job Preservation:** It is the goal to enhance efficiency for county employees, not to replace OCEA bargaining unit jobs. The Employer shall not use technological changes for the sole purpose of converting jobs from bargaining unit status to non-bargaining unit status.
6. **Opt-Out and Support:** Where appropriate, employees shall have the ability to opt out of automated systems and will have access to designated representative who can promptly address and remedy any issues they encounter.

Negotiated Contract Language

The image shows a screenshot of the UC Berkeley Labor Center website. At the top left is the logo for UC Berkeley Labor Center. To the right of the logo is a navigation menu with the following items: Programs (with a dropdown arrow), Publications, Tools & Resources, News & Events, People, About, and Contact. Further right is a blue 'Donate' button and a search icon. The main content area has a dark blue background with a network-like pattern. In the center, the title 'Negotiating Tech: An Inventory of U.S. Union Contract Provisions for the Digital Age' is displayed in large white text. Below the title is a search bar with the placeholder text 'Search the inventory' and a teal 'Search' button with a magnifying glass icon.

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Donate 🔍

Negotiating Tech: An Inventory of U.S. Union Contract Provisions for the Digital Age

Search the inventory 🔍 Search

Contract Language



1. Technology definitions

Provides definitions of key workplace technologies—like AI and wearables—as well as definitions of technological change itself. These definitions establish a foundation for worker protections, employer responsibilities, and union involvement in shaping tech-driven change.



2. Foundational technology rights

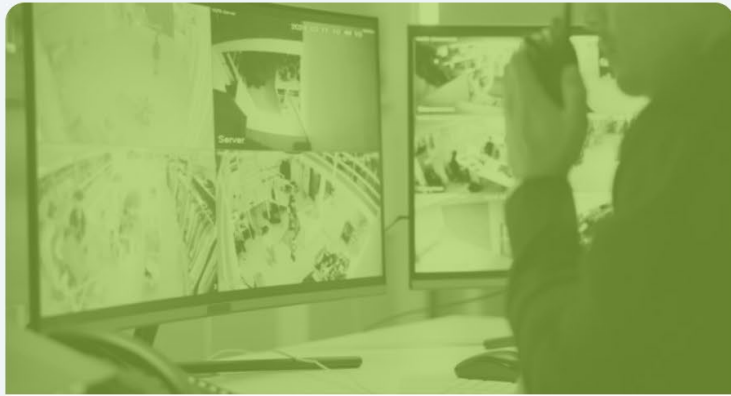
Features contract provisions that establish union and worker rights when employers introduce new or modified technologies, including advance notice, information, negotiation, participation, and jurisdiction, typically outlined in technological change clauses.



3. Employer commitments in technology implementation

Details contract provisions that protect workers during technological change, including guarantees around job security, pay, retraining, and safe, accessible working conditions.

Contract Language



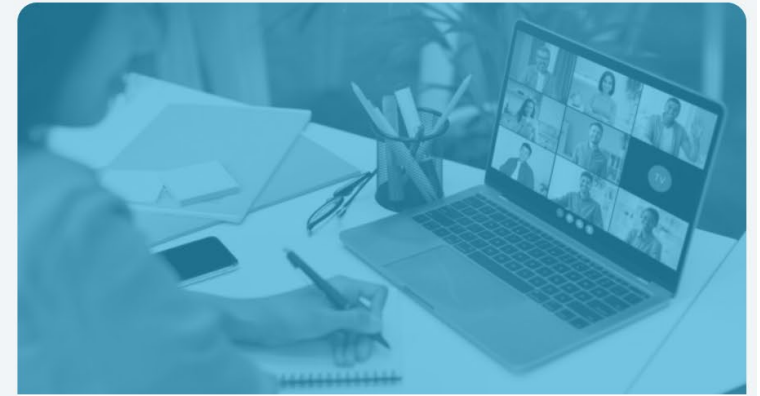
4. Governance of workplace technology applications

Highlights collective bargaining provisions that govern the use of workplace technologies, including electronic monitoring and surveillance, HR and workforce management systems, and job-related digital tools.



5. Participation in technology governance

Documents agreements that create joint committees, advisory groups, and other collaborative mechanisms for co-governance of workplace technologies.



6. Other workplace technology provisions

Outlines additional contract language on data collection, data rights and protections, and negotiated standards for telework and remote work.

AI Training Conditions: Must Haves

Comfort and Assurance

Open Communication

Access to Training - PROACTIVE

AI Skill Building in the Public Sector: The Human Touch

Trust

Communication

Human
Resources Role

Collaboration
with Bargaining
Units



Thank you!