

October 3, 2025

Governor Gavin Newsom
State of California
1021 O Street, Suite 9000
Sacramento, CA 95814

RE: **SB 7 (McNerney) – REQUEST FOR SIGNATURE**

Dear Governor Newsom:

The undersigned organizations respectfully urge you to sign SB 7 (McNerney) that will set reasonable guardrails on the use of Automated Decision-Making Systems (ADS) in the workplace. The bill does not ban the use of ADS but ensures that there is human oversight of the ADS that impacts workers most—discipline, firing, and deactivation. This is one of the first bills in the nation to address the new threat of management by machine with no human oversight.

Employer use of ADS in the workplace is already widespread and largely unregulated. A recent national survey of managers found that 60 percent use generative artificial intelligence tools to make decisions that impact employees, including giving raises, promotions, and terminations. Two-thirds of managers using these tools to manage workers have not had any formal AI training. Despite the lack of training or guardrails, the survey found 20 percent of managers allowed the GenAI or ADS to make final decisions about workers with no human oversight or input.

If not deployed responsibly, ADS systems to manage workers can create devastating consequences for workers and employers. Amazon Flex drivers report being fired for circumstances beyond their control like road work, traffic jams, or locked apartment complexes. Nurses working through gig companies like ShiftKey or Clipboard report being deactivated for non-attendance, despite being sick, a car breaking down, or family emergencies. And the use of ADS in brick-and-mortar workplaces is increasing with Amazon warehouse workers also being fired by machines based on an opaque algorithmic model.

In order to protect workers from automated management, SB 7 (McNerney), the No Robot Bosses Act enacts guardrails to prevent arbitrary, biased, or erroneous decisions by machines. The bill has three main requirements:

- 1) Notification to workers before an employer implements ADS systems for employment-related decisions.
- 2) Requires human oversight and review of automated decision-making systems used to discipline, fire or deactivate a worker. The human reviewer must also provide corroborating evidence for the decision to prevent algorithmic bias.
- 3) Allows workers to access 12 months of their own data collected by an ADS once annually to verify the information.

SB 7 does not ban the use of ADS or evolving technologies in the workplace. It sets parameters on its use to ensure appropriate human oversight of the most consequential decisions for workers. It also increases transparency and allows limited access to data to start to foster understanding of the technology that is rapidly being deployed in workplaces today faster than regulations.

For these reasons, we urge you to sign SB 7 (McNerney) into law when it comes before you.

Sincerely,



Lorena Gonzalez
President
California Federation of Labor Unions, AFL-CIO



Edmund Velasco
President
American Federation of Musicians, Local 7



Alia Griffing
Political & Legislative Director
American Federation of State, County, & Municipal Employees, California



Rachel Deutsch
Campaign Director
California Coalition for Worker Power



Thomas Brandon
Secretary Treasurer
California Conference of Machinists



Mariko Yoshihara
Legislative Counsel & Policy Director
California Employment Lawyers Association



Tristan Brown
Legislative Director
California Federation of Teachers



Thom Davis
President
California IATSE Council



Carmen Comsti
Government Relations Director
California Nurses Association



Doug Subers
Director of Governmental Affairs
California Professional Firefighters



Chris Myers
Director of Governmental Relations
California School Employees Association



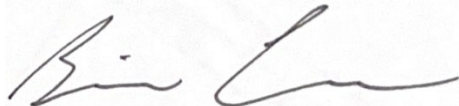
Catherine Hutchinson
President
California State University Employees Union, CSEA, SEIU Local 2579



Dr. Cari L. Miller
Head of AI Governance & Policy
Center for Inclusive Change



Frank Arce
Vice President
Communications Workers of America, District 9



Brian Chen
Policy Director
Data & Society



Jennifer Sherer
Deputy Director, EARN
Economic Policy Institute



Hayley Tsukayama
Associate Director of Legislative Activism
Electronic Frontier Foundation

Kara Williams
Counsel
Electronic Privacy Information Center

Sheila Maddali
Executive Director
Grassroots Law & Organizing for Workers

DeJon Ellis, Jr.
Business Manager
International Alliance of Theatrical Stage Employees, Local 80

Mark Weingartner
2nd National Vice President
International Cinematographers Guild, IATSE, Local 600

Jeffrey Vogt
Co-Founder
International Lawyers Assisting Workers Network

Patrick Armstrong
Vice President of Technology Policy & Government Affairs
Kapoor Center Advocacy

Francisco Rodriguez
Interim Executive Director
Monterey Bay Central Labor Council, AFL-CIO

Irene Tung
Senior Researcher & Policy Analyst
National Employment Law Project

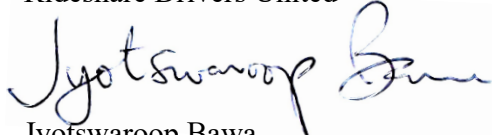
Jessie Hahn
Senior Counsel, Labor & Employment Policy
National Immigration Law Center



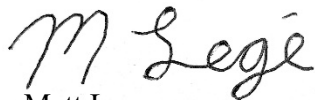
Sophia Mendoza
President
National Union of Healthcare Workers



Nicole Moore
President
Rideshare Drivers United



Jyotswaroop Bawa
Chief of Organizing & Campaigns
Rise Economy



Matt Lege
Government Relations Advocate
Service Employees International Union, California State Council



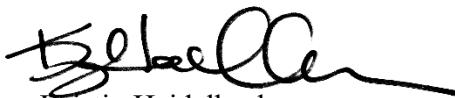
Louie Costa
Safety & Legislative Director
SMART – Transportation Division



Samantha Gordon
Chief Program Officer
TechEquity Action



Sam Appel
Policy Director
United Auto Workers, Region 6



Kristin Heidelbach
Legislative Director
United Food & Commercial Workers, Western States Council



Terrysa Guerra
Co-Executive Director
United for Respect



Maria Noel Fernandez
Executive Director
Working Partnerships USA



Karin Umfrey
Senior Staff Attorney
Worksafe

SM: OPEIU 29 AFL CIO

Cc: Nathan Barankin, Governor's Office, Chief of Staff
Christine Aurre, Governor's Office, Legislative Affairs Secretary
Luke Reidenbach, Governor's Office, Chief Deputy Legislative Secretary
Senator Jerry McNerney