

June 18, 2025

United States Senate  
Washington, DC 20510

Dear Senator:

We, the undersigned unions, write to draw your attention to a particularly reckless provision included in the Senate Committee on Commerce, Science, and Transportation's text of the One Big Beautiful Bill Act that would bar states from enforcing regulations related to artificial intelligence (AI) or automated decision systems. This federal preemption provision would override state and local authority, stripping our communities of the ability to safeguard workers and the general public against harmful and unregulated AI use. It should be stripped from any final bill. It is one of many reasons to oppose the current legislation.

In the states, lawmakers have come together to protect civil liberties, advance worker protections and prevent discrimination in the artificial intelligence context. All 50 states have introduced legislation or regulations related to AI, algorithms, and machine learning, and around 40 have passed legislation. Many of these legislative efforts have been bipartisan. The proposed moratorium would nullify enforcement of these and any future state laws across the country, unless they fall into very narrow exceptions. States are the laboratories of democracy, and banning existing and future policymaking will shut down those laboratories and leave everyone vulnerable to wide-ranging abuses stemming from irresponsible AI.

The states' policymaking efforts are critical. While properly regulated AI has the potential to boost productivity, it also has the potential to cause great harm to workers and the broader public if left unregulated. The examples are manifold:

- Transportation workers are seeing an onslaught of AI-enabled autonomy that opens the door to eliminating the human in charge despite the safety threats to the traveling public.
- Health care workers, such as nurses, find their schedules and patient assignments determined by secret algorithms that put speed over quality of patient care and worker well-being. AI and other technologies are also being used at the bedside to replace the clinical judgement of health care providers, and in some cases displace or deskill registered nurses, jeopardizing patient safety and quality care.
- Workers in creative industries, such as journalists, behind-the-scenes film and television crew, writers and performers, see their work, including their likeness, being stolen by

generative AI. In recent years, AI has come to directly threaten the livelihoods of creative workers and the integrity of their professions.

- Schoolteachers and higher education workers face a flood of AI technologies targeting education and even attempts by some to substitute their skill and judgment with AI technology.
- Federal workers have faced mass layoffs, with brazen attempts to replace their deep expertise with shoddy AI systems.
- Warehouse workers face technologies that create unsafe working conditions and are monitored in bathrooms at work and private spaces outside of work.
- Discriminatory hiring algorithms and surveillance systems can unfairly put entire groups of people – based on race, gender, or other protected characteristics – at a permanent disadvantage. Unregulated AI can destroy equal opportunity for all.

Artificial intelligence systems are evolving at a rapid pace. It is difficult to predict what they will be capable of or what new harms will befall people from them next year, let alone over the next 10 years. The moratorium suggests, however, that there is nothing to worry about, and we should put the interests of Big Tech over the concerns of ordinary people. The moratorium's exceptions are so narrow that they would not save from preemption any actual guardrails against unsafe or irresponsible AI.

Federal preemption would endanger progress in the states and silence local voices responding to real-world harms from worker surveillance and algorithmic firing, to automated price and wage manipulation that undermines economic fairness, to deepfakes and disinformation that undermine safety and public trust, and to dangerous experimentation with AI-enabled automation systems. With Congress failing to enact meaningful AI regulation, states remain our last line of defense. We urge you to oppose this dangerous provision and allow states to do their jobs.

Sincerely,

AFL-CIO

Actors' Equity Association

AFT

American Federation of Musicians

American Federation of State, County and Municipal Employees

Association of Flight Attendants-CWA

Communications Workers of America (CWA)

Department for Professional Employees, AFL-CIO (DPE)

International Alliance of Theatrical Stage Employees (IATSE)

The International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers  
International Association of Machinists and Aerospace Workers (IAM)  
International Association of Sheet Metal, Air, Rail and Transportation Workers Union  
International Brotherhood of Boilermakers  
International Brotherhood of Electrical Workers (IBEW)  
International Federation of Professional and Technical Engineers (IFPTE)  
International Organization of Masters, Mates & Pilots  
International Union of Elevator Constructors  
International Union of Painters and Allied Trades (IUPAT)  
Metal Trades Department, AFL-CIO (MTD)  
NFL Players Association  
National Federation of Federal Employees (NFFE-IAM)  
National Nurses United  
OPEIU  
SAG-AFTRA  
Service Employees International Union (SEIU)  
Transport Workers Union of America  
Transportation Trades Department, AFL-CIO  
United Auto Workers (UAW)  
United Food and Commercial Workers International Union  
United Mineworkers of America  
United Steelworkers (USW)  
UNITE HERE  
Writers Guild of America East