

# **THE FAIR ACT**

"FAIR AI & Innovation Reform Act"

***No Worker Replacement Without Proof***  
***No More Midnight Layoffs***

As of now, workers are completely helpless as companies roll out AI systems with little to no regard as to how they will actually perform or how they affect the lives of the workers they replace. The FAIR Act aims to change that by requiring employers to:

## **Prove AI Can Do the Job**

Companies must evaluate AI Systems before replacing workers.

AI must be tested to ensure it can actually do the job.

Workers must be included in the testing and evaluation process.

## **Protect Workers**

The state must be informed of AI Implementations that will replace large numbers of workers.

Replaced workers get severance pay.

Employers must provide continued health insurance.

## **Provide Workers With Opportunities**

Workers must be offered any other opportunities inside the company when available.

Workers must be given training for other jobs inside the company when practical.

If AI fails to do the job after final implementation, displaced workers will have first right of refusal to return to their old jobs.



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