

Companies are using **Artificial Intelligence (AI)** decision systems in ways that threaten the rights, livelihoods, and well-being of Connecticut's workers and consumers.



Companies increasingly use AI-driven decision systems, often without our knowledge, to make crucial decisions that alter the course of our lives and careers. AI decision systems can violate our privacy by collecting and analyzing massive amounts of sensitive personal information without our knowledge or consent. Consumers and employees may not be aware that an AI decision system exists, much less what AI-driven decisions are based on. Algorithmic systems have even been used to drive up rents and prices, drive down wages, and keep workers from forming unions.

SB 2 is a good start, but it needs to be strengthened.

SB 2 is a welcome step toward much-needed transparency and accountability, giving consumers and workers a right to notice before companies use AI systems to make key decisions about them and a right to an explanation about adverse decisions. However, more is needed to protect state consumers and workers.

To protect workers and consumers from biased or arbitrary AI-driven decisions and provide essential transparency into AI-driven decisions that can alter the course of our lives and careers, SB 2 must:

1. **Broaden the definition of covered systems** so companies cannot evade the bill's requirements by assigning a human to rubber-stamp algorithmic decisions.
2. **Build on existing civil rights protections** by prohibiting the sale or use of discriminatory AI decision systems.
3. **Clarify that public-sector workers enjoy the same rights as private-sector workers** and that the bill otherwise protects all Connecticut workers and consumers.
4. **Expand the bill's transparency provisions** so that individuals understand why companies are using AI decision systems, including what and how these tools measure.
5. **Strengthen enforcement** by allowing for private rights of action.
6. **Eliminate vague and ambiguous loopholes** that undermine accountability.
7. **Establish community-based education and training** for workers vulnerable to automation.
8. **Give workers a voice** in the use of AI decision systems that affect them in the workplace.

