

Manufacturing Safety Alliance of BC
Make it Safe 2023

People and AI | Legal Considerations in Labour Relations and Workplace Health and Safety

Presented on October 26, 2023 by:

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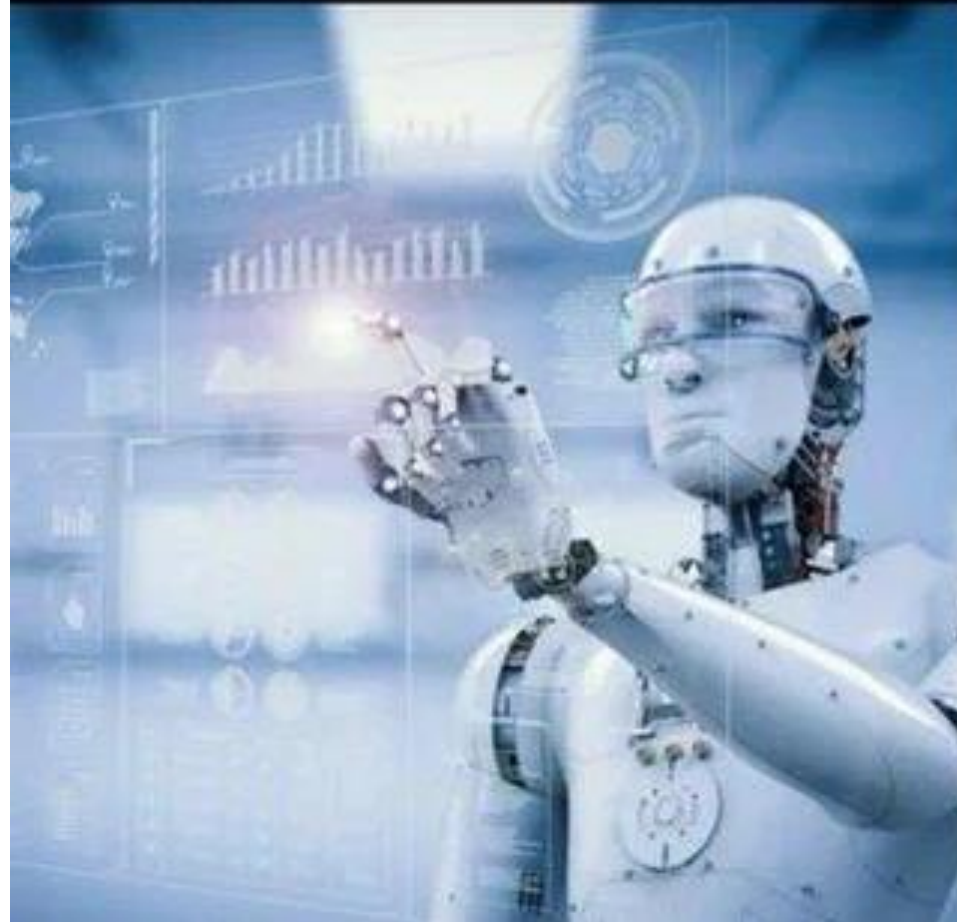
Employment, Labour & Disability Group (KSW Lawyers)

Today's Agenda

- Introduction: What is AI?
- Emerging Trends in Artificial Intelligence
- Legal Considerations for AI and:
 - Workplace Safety
 - Employee Performance
 - Impact on Jobs
 - Ethical and Privacy Considerations
- Preventative Measures
- Q&A

What is AI?

The AI they
expected:



The AI now:



What is AI?

- What is AI?
- What are common types of AI in the workplace?
 - Generative AI
 - Machine Learning
 - Computer Vision
 - Chatbots
- What are examples of available AI?
 - Siri and Alexa
 - Google Photos and Netflix
 - Grammarly
 - ChatGPT
 - Alexi
- What does AI do?

- Some sectors (tech and similar) cutting jobs = less jobs in that sector
- Most employers dealing with labour shortage/retention issues = salaries high
- Many employers continue to allow partial or full work-from-home
- AI tools are spreading
- Familiarity with AI (like other software) varies among workers

Legal Considerations: Safety

- Is AI safe?
- Who is liable if AI causes an injury?
- Overreliance as a risk
- Lack of transparency and accountability
- Malicious actors

Legal Considerations: Performance

- AI has been shown to **increase** productivity in some workplaces
- AI has ongoing **challenges** with consistency, transparency and work product quality
- Implications for **measuring** of performance

Legal Considerations: Impact on Jobs

- Partial automation
- Job creation
- Job loss
- Retraining existing workers

Legal Considerations: Ethics & Privacy

- Privacy Concerns
 - Transparency regarding data usage
 - Confidentiality and protection of data
- Ethical and Other Concerns
 - Bias in AI
 - Transparency regarding use of AI tools
 - Existing workers

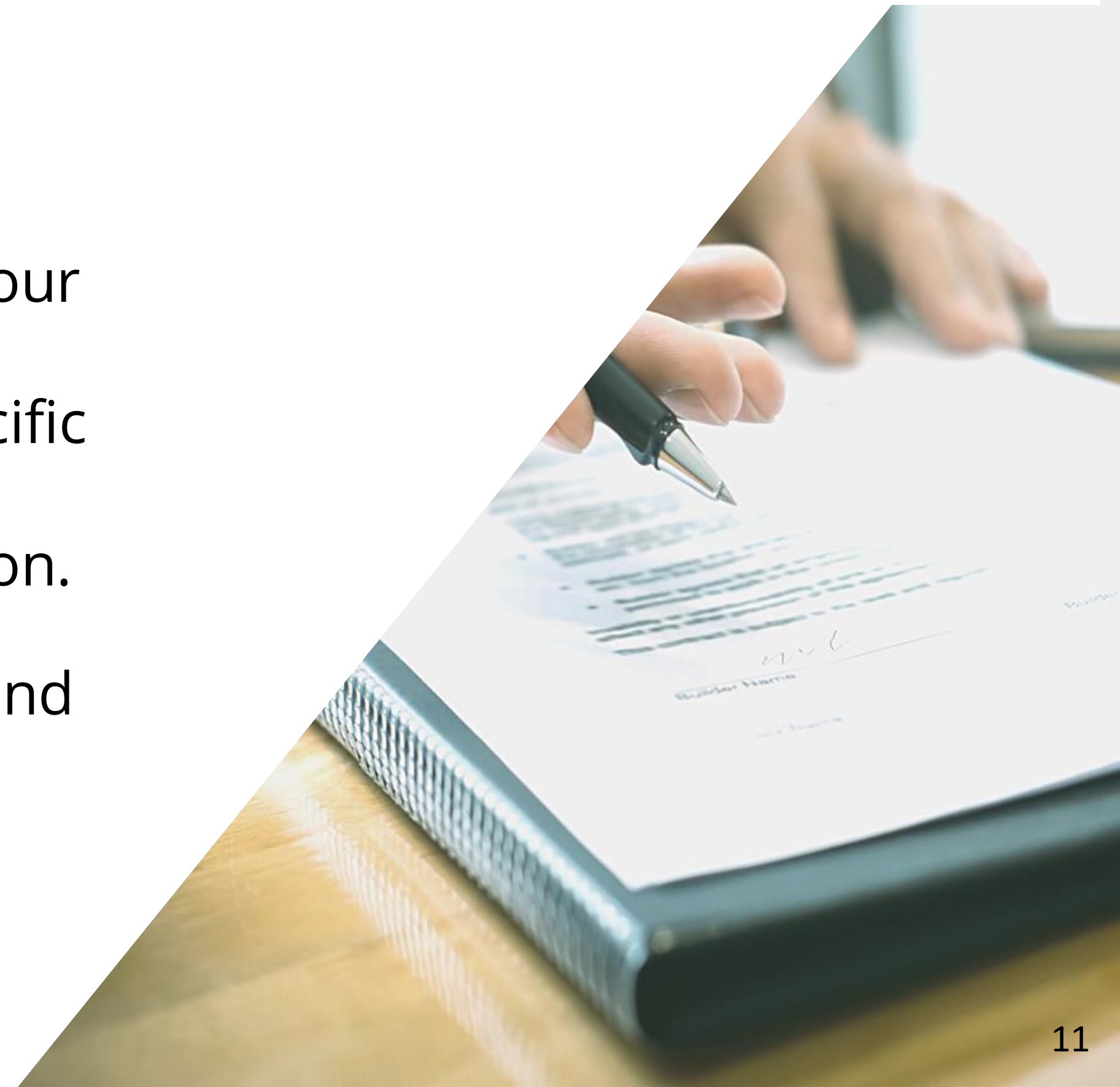
Prevention

- Prevention is key
- Employment Contracts
- Workplace Policy Handbooks
- Education
- Quality Control

Note to Audience

The content in this presentation is for your general information and should not be taken as legal advice. If you have a specific problem, please contact one of the speakers to discuss your specific situation.

We proudly represent both employers and employees in all workplace matters including labour disputes.



QUESTIONS?

THANK YOU



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LOCATIONS

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