Education | Healthcare | Public Services

AFT AI Toolkit (updated September 28, 2026)

Resources

- **AFT Higher Education AI Task Force, "Key Principles for Using Artificial Intelligence"** (September 2025, [link]). This resource outlines principles and best practices for bargaining over artificial intelligence and developing AI policy in higher education. It focuses on the importance of shared decision-making; the irreplaceability of human expertise in instruction; and issues of equity, privacy and intellectual property. It serves as a set of baseline principles that affiliates can use as they approach the use of AI on their campuses.
- **AFT model contract language for generative AI** (updated May 2026, [link]). This is a template for affiliates to use in drafting contract language around AI. It covers shared governance of AI policy, learning and development, intellectual property rights, the right to audit generative AI systems, and job security and workload protections. (This resource requires an AFT eLearning registration.)
- **AAUP ad hoc Committee on Artificial Intelligence and Academic Professions, "Artificial Intelligence and Academic Professions"** (July 2025, [link]). This report discusses the numerous challenges that AI adoption presents for instruction and policymaking in higher ed, based on the results of a survey of instructors from around the country. It offers suggestions for improving professional development, governance oversight, teaching and learning conditions, and transparency around AI adoption and implementation.
- **UC Berkeley Labor Center, "Negotiating Tech: An Inventory of U.S. Union Contract Provisions for the Digital Age"** (rolling updates, [link]). This is a compendium of union contract provisions around workplace technology, searchable and organized by theme. It contains relevant excerpts and links to full contract sources. It is an excellent source for affiliates looking for contract language to emulate.
- **AAUP/AFT/UC Berkeley Labor Center, "Resource Guide for Addressing AI in Higher Education"** (rolling updates, [link]). This guide presents selections from the Berkeley Labor Center's Negotiating Tech database, organized according to a contract bargaining wish list developed by the AAUP and the AFT. The guide also includes a number of related resources for AI bargaining issues. It is an evolving resource that receives periodic updates.
- **Cook County College Teachers Union, AFT Local 1600, "AI Policy Is Labor Policy: Artificial Intelligence & the Future of Healthy Community Colleges"** (April 2026, [link]). This resource, written by CCCTU Legislative Chair Troy A. Swanson, is a guide to the challenges and opportunities that AI presents for the higher ed labor movement writ large and for community colleges in particular. It points to critical areas of concern around staffing and job protection, while also detailing how AI can be harnessed to augment instructional and administrative work.

The **AFT** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

Randi Weingarten, PRESIDENT | Fedrick C. Ingram, SECRETARY-TREASURER | Evelyn DeJesus, EXECUTIVE VICE PRESIDENT

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- **AFT resolution: "Artificial Intelligence"** (2024, [link]). This resolution articulates the AFT's position on the adoption and deployment of artificial intelligence. It highlights both the benefits and the risks of AI, advocates strong educator oversight of AI usage and policy development, and lays out core conditions and expectations for collective bargaining over AI issues.

Recent Contract Wins

- **United University Professions (UUP)** (2026–31, [link]): "Article 44 — Artificial Intelligence
    - 44.1 The ultimate accountability for work completed and actions made by, or in conjunction with, AI systems must rest with human beings.
    - 44.2 Courses shall be offered under the direction and responsibility of the assigned human instructor of record or other human instructional personnel, consistent with applicable law, accreditation requirements, academic policy, and this Agreement."
- **Heartland Adjunct Faculty Association** (2026, [link]): "While the College reserves the right to use AI to increase efficiency of administrative tasks, no faculty member shall be disciplined or evaluated adversely, nor shall AI-generated output be placed in a faculty member's personnel file or used as evidence in an investigation based solely on the existence of such output."
  "[T]he College shall not knowingly allow online education platforms or learning management systems to use faculty-owned instructional materials uploaded to online education platforms to train or enhance generative artificial intelligence systems without first obtaining prior, clear, and express written consent from the faculty member."
  "The College shall not offer academic courses or programs that use generative artificial intelligence or large language models in ways that replace bargaining unit faculty as the primary source of instruction, nor require faculty to use AI tools for the purpose of increasing class sizes."
- **Eastern Illinois University / University Professionals of Illinois** (2026 MOU, [link]): "The University assures that GenAI technologies will be used to support Employees' expertise, not replace it.
  "No Union-represented positions shall be eliminated through layoffs, nor should the appointment level be reduced, as a direct result of utilizing new or existing GenAI tools and technologies." (This resource requires an AFT eLearning registration.)
- **Professional Staff Congress/CUNY** (2023–27, [link]): "The teaching faculty / instructor of record (individual appointed to teach a course) for every course offered in The City University of New York, regardless of modality, will be in an Instructional Staff title." (p. 28)
- **Faculty Alliance of Miami** (2025, [link]): "During the term of the parties' initial collective bargaining agreement (CBA), the Labor-Management Committee shall meet to discuss a process for reviewing the impact of Artificial Intelligence ('AI') on bargaining unit librarians and the University.

"If concerns arise regarding the use of AI at the University, the parties agree to discuss those concerns in the Labor-Management Committee. As part of that discussion, the University may also consider guidelines proposed by the Labor-Management Committee regarding the use of any specific program or tool that uses AI."

- **LEO-GLAM** (2025–29, [link]): "1. The appropriate use of AI to assist Employees in their work, duties, or tasks shall be made at the discretion of the Employees based on their independent professional judgement, expertise, or discretion.

  2. The Employer shall not use AI to synthetically reproduce the voice or likeness of an actual Employee for any use without the Employee's written consent." (p. 95)
- **Brown Postdoc Labor Organization** (2025–29, [link]): "The University agrees to notify and will discuss with the Union as part of regular labor-management meetings about any Artificial Intelligence-related policies impacting working conditions." (p. 33)
- **United Academics of Oregon State University** (2024–29, [link]): "For the term of this contract, the parties agree to a joint labor-management committee to discuss GAI [generative artificial intelligence] as it relates to faculty working conditions and this contract. The joint labor-management committee will meet annually or as otherwise mutually agreed upon by the parties. The joint labor-management committee will be composed of an equal number of representatives from the Employer and from United Academics, with no fewer than six total members. Members should have relevant knowledge and/or experience related to GAI and its applications." (p. 44)
- **Heartland Faculty Association** (2025, [link]): "The committee shall, at minimum: …Review and make formal recommendations regarding any proposed institutional policies, tools, standards, or practices involving AI in teaching, learning, grading, assessment, or academic integrity. …

  The College shall, at minimum: …Disclose all relevant information, including vendor contracts, intended functions, data collection protocols, and potential impacts on faculty roles or student learning, at the committee's request."

State Legislation

- **Illinois HB1859** (2025-26, [link]): "Each board shall require the faculty member who teaches a course to be an individual who meets the qualifications set forth in 23 Ill. Adm. Code 1501.303(f) and any other applicable rules adopted by the State Board. A course may not, in lieu of a faculty member, use artificial intelligence as the sole source of instruction for students."
- **New York S7543B** (2023-24, [link]): "The use of an automated decision-making system shall not alter the rights or benefits, and privileges, including but not limited to terms and conditions of

employment, civil service status, and collective bargaining unit membership status of all existing employees of the state or any agency or public authority thereof shall be preserved and protected."

- **California AB-2602** (2023-24, [link]): This bill limits the enforceability of contract provisions involving "the creation and use of a digital replica of the individual's voice or likeness in place of work the individual would otherwise have performed in person."
- **Colorado statutes C.R.S. 6-1, Part 17** (2024, [link]): "[A] deployer of a high-risk artificial intelligence system shall use reasonable care to protect consumers from any known or reasonably foreseeable risks of algorithmic discrimination" (6-1-1703). "[A] deployer or other developer that deploys, offers, sells, leases, licenses, gives, or otherwise makes available an artificial intelligence system that is intended to interact with consumers shall ensure the disclosure to each consumer who interacts with the artificial intelligence system that the consumer is interacting with an artificial intelligence system." (6-1-1704)