



California Artificial Intelligence (AI) Policy Talking Points

Overview: In the absence of a comprehensive federal framework, California has taken a leading role in advancing legislation to regulate the use of artificial intelligence (AI) and automated tools in the workplace. While these efforts reflect the importance of addressing emerging technologies, several proposals move forward without fully accounting for how AI is currently used in real-world workplace settings.

SHRM's POV: SHRM supports thoughtful policies that promote the responsible use of AI while allowing California employers to innovate and remain competitive. As SHRM President and CEO Johnny C. Taylor, Jr., SHRM-SCP, often says, "AI + HI = ROI." SHRM supports a balanced approach that pairs AI with human intelligence to build a future-ready, resilient workforce and deliver meaningful returns for workers and workplaces.

California Legislation:

SB 947 (McNerney) – Automated Decision Systems ("No Robo Bosses Act") | **Oppose**

- Summary: SB 947 seeks to regulate employers' use of AI in employment decisions by requiring human oversight, expanding employee access to data, and establishing new compliance and enforcement requirements. While SHRM supports the goal of ensuring appropriate human involvement in workplace decisions, the bill's overly broad and prescriptive approach creates uncertainty for employers. It could increase administrative burden, require extensive documentation, and expose employers to heightened litigation risk, even when acting in good faith, ultimately discouraging responsible AI adoption and limiting tools that can improve workforce outcomes.
- SHRM POV: SHRM supports policies that reinforce meaningful human oversight in the use of AI but believes SB 947 should be more narrowly tailored to high-risk applications and establish clear, practical standards that employers can confidently implement.

AB 1898 (Schultz) – Workplace AI Transparency & Notice | **Oppose**

- Summary: AB 1898 would require employers to provide advance and ongoing notice to employees when AI tools are used in workplace decisions or monitoring. While transparency is an important goal, the bill's highly prescriptive approach could delay the adoption of useful technologies and create significant compliance challenges.



- SHRM POV: SHRM supports transparency in the use of AI, but believes requirements should be flexible, clearly defined, and focused on high-impact applications to ensure they are both meaningful for workers and practical for employers to implement.

SB 951 (Reyes) – AI-Driven Job Displacement (AI WARN Expansion) | **Oppose**

- Summary: SB 951 expands existing workforce notification requirements by mandating a 90-day notice period for layoffs tied to technological change and introducing additional worker protections. However, the bill goes beyond current WARN standards and applies a broad definition of technological displacement that could capture routine business decisions. This one-size-fits-all approach may limit employers' ability to respond to changing economic conditions and adopt new technologies that ultimately support job growth and long-term workforce development.
- SHRM POV: Efforts to address technological displacement should be flexible and forward-looking—not one-size-fits-all mandates that constrain innovation and workforce growth.

Supplemental Talking Points:

- AI adoption is already underway in HR. [SHRM's 2025 Talent Trends](#) research shows that 43% of HR professionals report their organizations currently use AI to support HR activities—most commonly in recruiting (51%), learning and development (35%), and HR technology and systems management (34%).
- AI use is expected to grow significantly. Over the next five years, HR professionals report the greatest planned expansion of AI use in HR technology (42%), recruiting (40%), and learning and development (39%).

Share Your Story:

- Share a brief, real-world example of how AI is positively impacting your workplace, such as improving productivity or creating new skill-building opportunities, and connect it to the need for practical, forward-looking policies that support both workers and innovation.

If you have any questions regarding SHRM's position on this issue, please contact Mike Rose (mike.rose@shrm.org) or Sean McIntosh (sean.mcintosh@shrm.org).