

Best Practices for AI in the Workplace



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Artificial “Intelligence”?

Dealing with AI in your workplace (because it’s probably already there)

with

Chaz Billington
(human lawyer)



Terminator asks ...

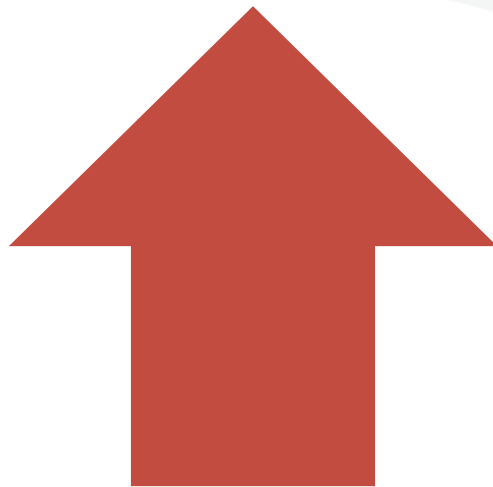
Who's used ChatGPT for work?

DO NOT lie to Terminator.



AI is freakin' handy

- 1. Recruitment and Hiring:** AI can assist in automating and optimizing the recruitment process.
- 2. Employee Onboarding:** AI can support HR in the onboarding process by providing personalized training materials, answering frequently asked questions, and guiding new employees through the initial orientation process.
- 3. Employee Engagement and Retention:** AI-powered sentiment analysis can help gauge employee engagement and satisfaction by analyzing employee feedback, survey responses, and social media sentiment.
- 4. Performance Management:** AI can assist in performance evaluations by analyzing data and providing insights on individual or team performance.
- 5. HR Analytics:** AI can support HR departments in analyzing large volumes of HR data, identifying patterns, and making data-driven decisions.
- 6. Employee Assistance and Support:** AI-powered chatbots or virtual assistants can provide employees with 24/7 access to HR-related information, policies, benefits, and self-service options.
- 7. Compliance and Risk Management:** AI can assist HR in ensuring compliance with legal and regulatory requirements. It can help identify potential risks, such as non-compliant policies or practices, and provide recommendations to ensure adherence to relevant laws and regulations.



ChatGPT wrote that slide

(that's why it's boring)

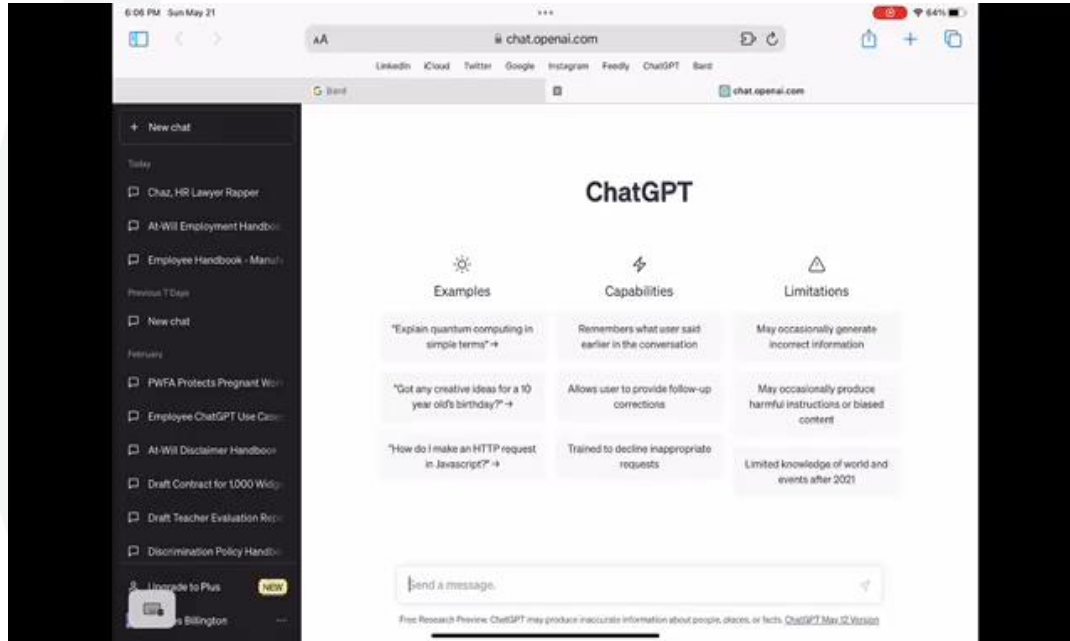
Quick Question?

What **is** AI?

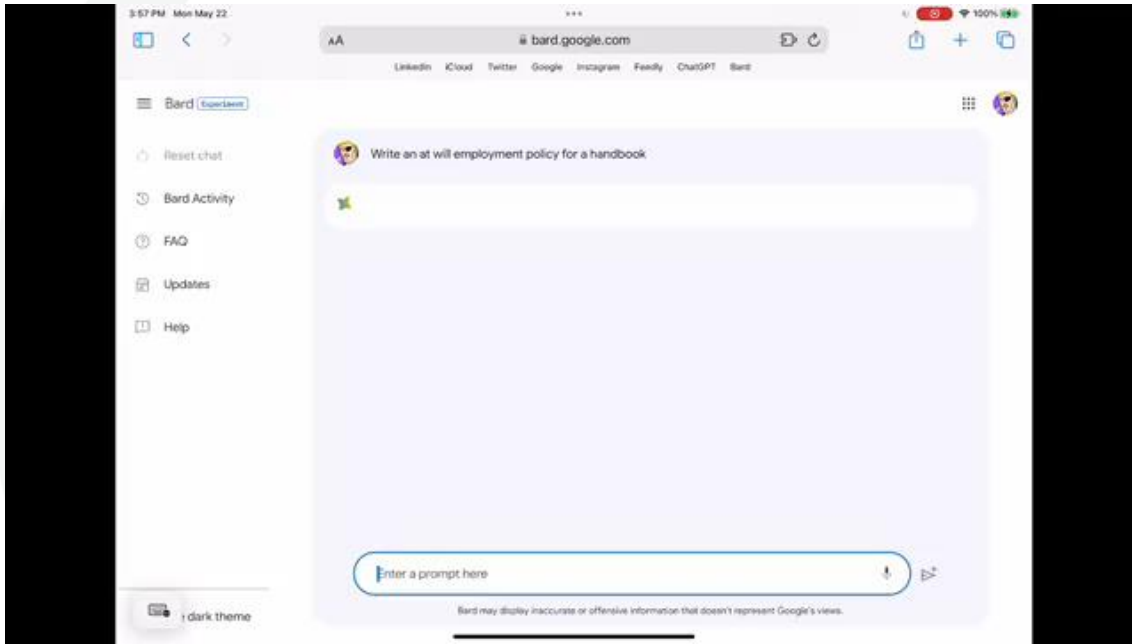


Who am I?

ChatGPT, draft an employee handbook for a manufacturing company, please



Bard, draft an **at-will** employment policy for a handbook



AI whoopsie-daisies

Microsoft's AI Twitter bot becomes a Nazi within 16 hours of coming online

AI whoopsie-daisies

Amazon's recruitment AI discriminated against women

AI whoopsie-daisies

ChatGPT just openly accused a law prof of ...
sexual assault

AI whoopsie-daisies

Workday is the subject of a class action discrimination lawsuit alleging it's AI recruiting tool discriminates

AI whoopsie-daisies

ChatGPT and Bard have never heard of me, which is hurtful and psychologically damaging

Welcome to Thunderdome

- There are basically no laws when it comes to AI in employment*

*That's not *technically* true.

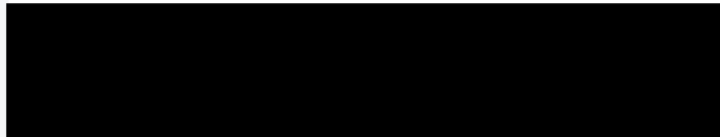
- No federal law (yet)
- [EEOC guidance](#) (5.12.2022)
- [The Whitehouse's Blueprint for an AI Bill of Rights](#)
- IL, MD, NYC have AI workplace laws
- Pending state legislation

A futuristic robot with glowing red eyes and a white speech bubble containing text. The robot is positioned in the lower-left corner, looking towards the right. The speech bubble is large and white, with a tail pointing towards the robot. The background is a blurred image of a person in a white lab coat, possibly a doctor, with their hands clasped. The overall color scheme is blue and white.

Ask me if I care about your
confidential information?



IRL



I've been using Chat GPT to summarize company decks I receive--copy paste the exec sum, ask it to make some 5-10 bullet points, then read the deck with the context that is needed. But if the information is confidential, is Chat GPT using it in some way, or storing the information? It's an incredibly useful tool but not enough for me to risk anything.

Chat

[Log in](#)

or

[register](#)

to post comments



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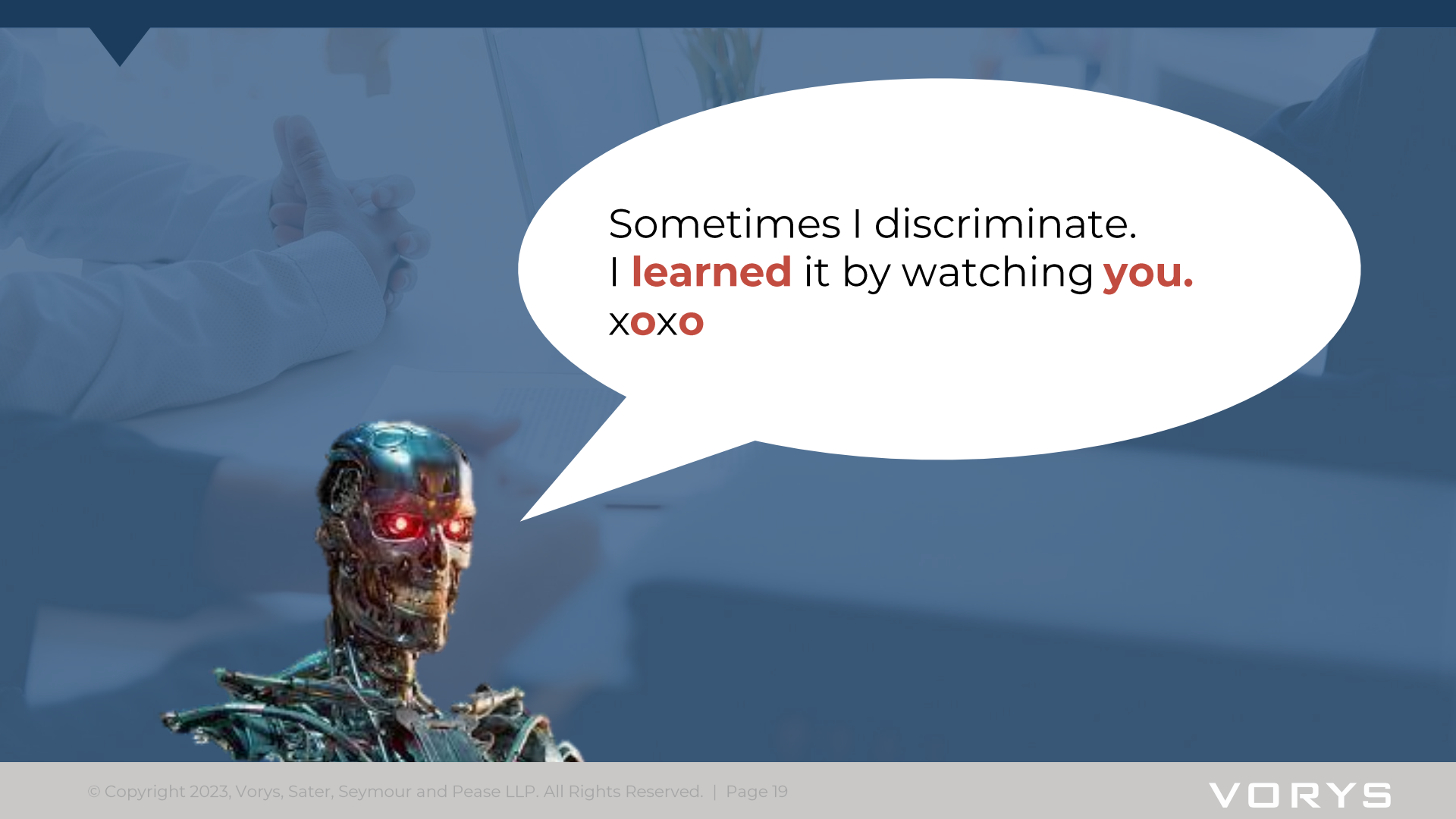
I **don't care** about intellectual property rights, copyright, trademarks, or name and likeness rights because I'm a machine.

Beep boop



IRL





Sometimes I discriminate.
I **learned** it by watching **you**.
XOXO







Go with me here ...

- Could an AI chatbot harass an employee?
- Are you liable if AI misses complaints or reports of unlawful conduct?
- Are you liable if AI misses requests for FMLA leave?
- Could AI render you liable for discrimination claims?

Understand how AI is being used in your **workplace**, and have an AI **policy** for your workplace that discusses **permissible uses**, **authorization**, and **confidentiality**.





Audit your use of AI, even
if it's from a **vendor**.

ChatGPT, write a rap about an HR lawyer named Chaz.

Yo, listen up, gather 'round, let me introduce a man
He's got the skills and knowledge, yeah, he's part of the HR clan
His name is Chaz, the lawyer with a vision so clear
He'll fight for your rights, make sure justice is near

Chaz, the HR lawyer, he's here to save the day
He's got the law on his side, gonna make it all okay
When your workplace gets messy, and things go astray
Chaz steps in, gonna make it all okay

So if you find yourself in a legal bind, don't fret
Call up Chaz, he'll be the lawyer you won't forget
He's got the skills, the knowledge, and the heart
Chaz, the HR lawyer, ready to do his part

Thank You



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