

AB 2656 (Petrie-Norris): Generative AI Transparency

Artificial intelligence is rapidly becoming a tool used by public employers to monitor, evaluate, and even make decisions that impact officers' careers. Yet in many cases, these systems are deployed without clear notice or transparency, leaving officers, unions, and the public in the dark about how they are being used or how decisions are made.

To prevent this from occurring for all public employees moving forward, PORAC is proud to sponsor [AB 2656 \(Petrie-Norris\)](#) – a simple, common-sense measure that ensures transparency and accountability by requiring public employers to provide advance notice before using generative AI in the workplace. The need for this bill is simple: If AI can affect your job, you have a right to know.

What the Bill Does

- Requires public employers to provide 45-day written notice to union leaders before purchasing or deploying generative AI systems.
- Applies only to AI used within the scope of an employee's job classification.
- Limited to public employers — does not apply to the private sector.
- Does not require bargaining or any additional action beyond simple email notification.

Public Safety & Workforce Impacts

- AI is already being used to monitor, evaluate, and score employee performance — often without clear disclosure.
- Lack of transparency creates risk when AI-driven tools influence discipline, evaluations, or career advancement.
- “Black box” systems undermine accountability when decisions cannot be explained or challenged.
- Errors or flawed data can produce harmful outcomes that directly impact officers and public safety operations.
- Without clear notice, officers, unions, and the public are left in the dark about how these systems are being used.

Why This Matters

- Transparency ensures fairness, oversight, and trust in how new technologies are deployed.
- Accountability cannot fall on an algorithm — there must be clarity on who is responsible when problems arise.
- Public safety agencies — and all public agencies — must adopt new tools responsibly and transparently, not behind closed doors.

The Bottom Line

Artificial intelligence is rapidly changing our lives – and our careers. Officers, unions, and the public deserve transparency when generative AI is being used, how those systems reach their conclusions, and who is accountable when they get it wrong. AB 2656 ensures that transparency exists without creating new burdens on employers.

AB 2656 does not restrict the use of AI or impose new mandates on employers. It simply requires transparency via simple email notification.

If a system can evaluate, monitor, or influence your job, you deserve to know it exists and how it is being used. PORAC is proud to support AB 2656 to ensure that these decisions don't happen in a black box, and that accountability remains where it belongs: with people, not algorithms.