



While AI often grabs headlines, the cause of sluggish wage growth and worker struggles lies elsewhere. For decades, policy decisions have shifted power dramatically in favor of employers, diminishing the leverage of typical workers. [Stagnant](#) wages and rising inequality stem from these policy choices, not technological advancements.

Key changes, such as the waning strength of unions, stagnant federal minimum wages, and shifting macroeconomic policies, have eroded workers' bargaining power. Historical data shows that productivity growth, driven by technological change, has not been associated with higher unemployment or inequality. Instead, these issues arise from an extreme power imbalance between employers and workers.

The Biden Administration has acted to harness the potential risks of AI by directing the Department of Labor to create [Principles for Developers and Employers](#) when using AI in the workplace. These principles aim to ensure AI technologies benefit workers, protect their rights, and prevent biases in decision-making processes. They emphasize worker empowerment, ethical AI development, transparency, and responsible use of worker data.



Image credit: Hessa By Mahers, via Unsplash

The Department of Labor's principles emphasize worker empowerment, ethical AI development, human oversight, transparency, protecting labor rights, enabling workers, supporting those impacted by AI, and ensuring responsible use of worker data. These guidelines help businesses harness AI technologies while fostering a fair and equitable work environment.

To support workers, policymakers must strengthen social insurance systems, remove barriers to union organizing, and maintain accessible employment. These actions will empower workers to claim the benefits of technological advancements, including AI, and restore equitable growth in the labor market.

In a [study by the Economic Policy Institute](#), it was found that AI and automation are likely to increase the productivity of workers but may also exacerbate existing inequalities in the labor market. The report highlights how AI technologies, if unregulated, could lead to job displacement, wage suppression, and increased surveillance of workers. It is crucial that the principles set by legislative bodies address these potential issues by ensuring that the benefits of AI are shared broadly among workers, not against.

Join us in advocating for stronger workers' rights and examine how these principles are implemented by exploring our [Systems Change Projects](#). Let's work together to shape a future where technological progress uplifts workers and fosters inclusive economic growth.

In Solidarity,

Brianna, Janelle, + Rob

WHAT WE'RE READING



[California Poised to Slash Health Care Workforce Funding Amid Labor Shortages](#)

California is set to reduce healthcare workforce funding by roughly \$800 million through mid-2027 amid labor shortages, exacerbated by the COVID-19 pandemic. The cuts, part of a state budget plan driven by a steep deficit, will impact programs aimed at growing the workforce of community health workers, social workers, psychiatrists, nurses, and other health professionals. Gov. Gavin Newsom and lawmakers are finalizing the plan, with potentially dire consequences for patient care access, especially in vulnerable communities. Critics, including experts from UCSF and the Steinberg Institute, warn that the reductions will hinder efforts to build a necessary workforce, especially in behavioral health and substance abuse services, sectors already experiencing severe shortages. Despite plans to raise the minimum wage for industry workers, the budget cuts could undermine retention and recruitment efforts.

Image credit: Pran Gulhame on Unsplash



[Better Local Labor Market Conditions Can Help Reduce the Risk of Reincarceration in the United States](#)

In the *Journal of Public Economics* article "Local Labor Markets and Criminal Recidivism," Crystal S. Yang explores the impact of local labor market conditions on the likelihood of formerly incarcerated individuals returning to prison. Using extensive data, Yang finds that higher wages for noncollege-educated men significantly reduce the probability of reincarceration, particularly among Black and older individuals and in industries like construction and manufacturing. The study highlights the importance of strong local labor markets and wage growth in reducing recidivism, offering valuable insights for policymakers focused on criminal justice reform and economic equity. This research is essential for understanding how economic policies can address systemic issues within the criminal justice system and improve societal outcomes.

Image credit: REDF Impact Investing Fund



[Uber and Lyft drivers in Massachusetts will now get minimum pay.](#)

In a groundbreaking move, Massachusetts has mandated minimum pay for Uber and Lyft drivers, promising a significant improvement in the financial stability of their app-based workers. This historic legislation sets a new precedent in the gig economy, ensuring fair compensation for the efforts of ride-share drivers. Dive into the full article to explore how this development impacts drivers, the ride-sharing industry, and what it might mean for similar efforts across the country.

Image credit: Christine McCann, istock

[Fact Sheet: Recommendations for the Department of Labor To Take Further Action on AI](#)
[Remote Work Is Reshaping the California Labor Market](#)

JOB OPPORTUNITIES

[Policy Analyst](#)

The California EDGE Coalition is hiring a Policy Analyst to research and evaluate policies, provide relevant state policy information, and support advocacy efforts. The Policy Analyst will work under the Policy Director and engage with partners to advance EDGE's priorities. This full-time position can be performed remotely or from downtown Sacramento, CA. The salary range is **\$80,000 to \$90,000** per year, with a competitive benefits package. The position is open until filled.

[Chief Operating Officer](#)

The Unity Council is hiring a Chief Operating Officer to supervise the organization's strategic development, operations, and day-to-day management. This full-time role also manages finance, property management, IT, and operations and reports to the CEO. The salary ranges from **\$185,000 to \$210,000** per year, with benefits including paid vacation, medical and dental coverage, and more. Located in Oakland, CA, this position is hybrid, with local travel as needed. Applications are open until filled.

[Development Director](#)

The Working Families Party is hiring a Development Director (East) based in New York, NY. This full-time role will design and lead fundraising strategies for the party and Working Families Power in the East Coast, managing a portfolio of \$3-\$5 million. The Development Director will report to the Chief Development Officer and collaborate with regional staff to grow revenue and support the party's goals. The salary range is **\$110,000-\$150,000** annually, with a comprehensive benefits package. Applications are reviewed on a rolling basis, with a preference for those submitted by July 31.

[Please visit our website for more Job Opportunities](#)

FUNDING OPPORTUNITIES

[Healthcare Education, Access, and Leadership \(HEAL\) Initiative: 2024 Funding Opportunity](#)

The Gilead Foundation is launching the Healthcare Education, Access, and Leadership (HEAL) initiative to enhance the diversity of the Bay Area healthcare workforce and improve access to care for underserved communities. HEAL aims to create a linked career pathway for students from underrepresented backgrounds, including Black, Hispanic/Latino, and Indigenous populations, in San Mateo, San Francisco, and Alameda Counties. Funding will prioritize programs that promote healthcare careers, support healthcare education, and develop community health leaders. The initiative focuses on high school students and those in early stages of healthcare education. **Applications are open until the program is fully funded.**

[Kapor Foundation Research Fellowship](#)

Administered by the Kapor Foundation, the Research Fellowship supports graduate students and journalists investigating racial equity issues in tech. Approximately 15 one-time grants of \$40,000 will be awarded for research on topics such as CS education equity, inclusive tech job pathways, tech accountability, venture capital, and responsible AI. Priority is given to projects focused on Oakland, CA; Atlanta, GA; and Detroit, MI. **Apply by July 12, 2024.**

[Please visit our website for more Funding Opportunities](#)

SHARED PROSPERITY IS EVERYONE'S JOB.

[GET INVOLVED](#)



ReWork the Bay

One Embarcadero Center, Suite 1400 | San Francisco, CA 94111
415.733.8500 | [rworkthebay.org](#)

You are receiving this email as a valued partner of ReWork the Bay and the San Francisco Foundation.
[Update your email preferences](#)