



**WORKING
PARTNERSHIPS**
USA

December 3, 2025

The Honorable John Thune
Majority Leader
United States Senate

The Honorable Chuck Schumer
Minority Leader
United States Senate

The Honorable Mike Johnson
Speaker
United States House of Representatives

The Honorable Hakeem Jeffries
Minority Leader
United States House of Representatives

Dear Leader Thune, Speaker Johnson, Leader Schumer, Leader Jeffries, and Members of Congress:

We urge you to oppose any legislative language in the National Defense Authorization Act (NDAA) or in any other must-pass bills that would preempt state and local governments from regulating artificial intelligence (AI) and automated systems. Such federal preemption is dangerous and fundamentally undermines the public interest, particularly the rights and safety of American workers.

The current lack of robust federal guardrails has created a regulatory vacuum that only state and local protections can fill. States are actively advancing bipartisan policy measures to address real-world harms from worker surveillance, algorithmic bias, and job displacement, measures that federal preemption would immediately block.

Federal Preemption Harms Workers and Undermines Public Safety

AI and automation are rapidly transforming the labor market, with significant consequences for employment and worker fairness.

- **Job Displacement:** As leading economic experts and union leaders have noted, AI is already contributing to job creation stagnation and significant layoffs across various sectors. Automation at ports, for example, has resulted in the elimination of hundreds of longshoremen jobs. Predictions warn that AI could eliminate tens of millions of

American jobs in the next decade, disproportionately impacting critical industries like transportation.

- **Unregulated Harms:** Without state-level intervention, workers are exposed to the unchecked, unsafe, and unethical use of AI, including algorithmic firing, automated wage manipulation, and invasive worker surveillance.
- **Undermining Democracy:** A ban on state and local AI regulation represents a giveaway to Big Tech companies, allowing them to operate in an unregulated void where their decisions are accountable to no one. This hinders local governments' ability to respond to immediate public safety concerns, such as the deployment of dangerous autonomous vehicles without proper oversight.

State and local governments are the essential laboratories of democracy, capable of tailoring solutions to specific regional needs and rapidly responding to emerging technological threats. Silencing these local voices will only endanger progress and leave workers vulnerable to the unchecked power of corporate algorithms.

We strongly request that you reject any measure that proposes to preempt state and local AI regulation, thereby ensuring that workers and communities remain protected in the age of artificial intelligence.

Sincerely,

American Federation of Teachers
Transportation Workers Union of America
Working Partnerships USA