



# TEAMSTERS CANADA

2026

**ARTIFICIAL INTELLIGENCE :  
a tool that must be regulated  
for the benefit of workers.**



Teamsters Canada  
Research and Policy Department

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***“Artificial intelligence, just like any other tool, must serve the collective good and avoid deepening inequality or injustice, or compromise health and safety.”***

The Teamsters are no strangers to new technologies which shape our world and change the way we work. Our very logo is a reminder that our predecessors once relied on horse-drawn carriages to complete deliveries.

Just as we have not advocated returning to horses, we now appreciate new tools which can benefit workers and society when used for that aim.

Artificial intelligence, just like any other tool, must serve the collective good and avoid deepening inequality or injustice, or compromise health and safety. We must make sure that governments and unions work together to protect all Canadians from any misuse of this technology.

The following report is a summary of the core issues at hand with the rapid rise of Artificial intelligence to help inform and guide our Locals and our members.

### **What is AI?**

Artificial intelligence is the latest development in computer technology utilising vast data sets to make complex decisions at high speeds. This type of computing has been around for decades, however the ability for machines to learn has been a major recent innovation.

Artificial intelligence is evolving rapidly and often hyped as being the “Fourth Industrial Revolution”. Only time will tell just how broad the impacts will be. In the meantime, we must stay informed and protect ourselves from any misuse of this tool.

### **What are the benefits that AI can provide?**

When properly managed and used for the common good, Artificial Intelligence can help us solve some of humanity’s biggest challenges. For instance, these datasets and algorithms can help in the field of healthcare by improving diagnosis precision and finding better treatments for diseases such as cancer<sup>1</sup>.



<sup>1</sup>LORIS robustly predicts patient outcomes with immune checkpoint blockade therapy using common clinical, pathologic and genomic features.

Chang TG, Cao Y, Sfreddo HJ, Dhruva SR, Lee SH, Valero C, Yoo SK, Chowell D, Morris LGT, Ruppin E. Nat Cancer. 2024 Jun 3. doi:

10.1038/s43018-024-00772-7. Online ahead of print. PMID: 38831056.



**“Some labour unions have also utilised it carefully to create chat bots that provide members with answers about their basic rights instantly”**

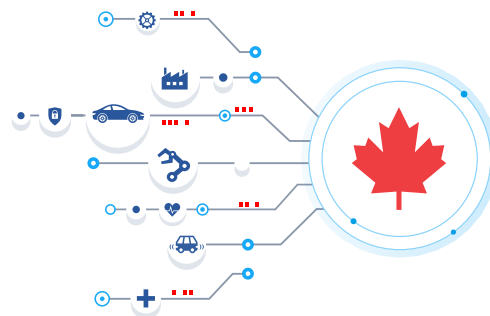
It is also being studied for helping find more sustainable practices to help fight against climate change for instance, by predicting and preventing methane leaks in the oil and gas sector<sup>2</sup>.

This tool is incredibly versatile. Some labour unions have also utilised it carefully to create chat bots that provide members with answers about their basic rights instantly<sup>3</sup>.

However, it has also become clear that just like with any technology, AI can be used to inflict harm. It can also make mistakes and blindly trusting it as being ‘all knowing’ can lead to disastrous results.

## What are the risks of AI for all Canadians?

There are many risks of AI use for our society that have been identified:



01

### Risks to privacy<sup>4</sup>

AI companies rely on collecting and keeping massive amounts of our data which puts people’s privacy at risk.

02

### Increased inequality<sup>5,6</sup>

Analysts have warned that the technology could help higher income earners far more leading to widening income gaps. Analysts also warn against perpetuating inequity ingrained in society against marginalized groups<sup>7</sup>.

03

### Fragility of the economy<sup>8</sup>

Like the dot com bubble, overhyping of AI investments could lead to a financial crash which would put many people out of work. AI technology has attracted so much investment that has become a significant contributor to annual GDP growth.

04

### Political Disinformation and destructive weapons<sup>9</sup>

States or political actors can use it to monitor people closely or spread believable disinformation campaigns. It may also fuel an arms race for development of devastating new weapons by private companies or governments.

05

### Deskilling, loss of creativity and loss of autonomy

Researchers frequently warn about a widespread loss of many technical skills, creativity or critical thinking due to heavy reliance on AI.

06

### Environmental impact<sup>10</sup>

There are warnings that Data centres are becoming so large that they require massive amounts lot of energy, produce very large amounts of CO2 and consume a substantial amount of water.

<sup>2</sup>Růžička, V., Mateo-Garcia, G., Gómez-Chova, L. et al. Semantic segmentation plumes with hyperspectral machine learning models. Sci Rep 13, 19999 (2023). <https://doi.org/10.1038/s41598-023-44918-6>

<sup>3</sup>Wright, Becky. “How Are Unions Using AI?” Unions 21, 23 May 2025. <https://unions21.org/ideas/all-ideas/how-are-unions-using-ai>

<sup>4</sup>Goth Itoi, Nikki. “Study Exposes Privacy Risks of AI Chatbot Conversations.” Stanford News, 15 Oct. 2025. <https://news.stanford.edu/stories/2025/10/ai-chatbot-privacy-concerns-risks-research>

<sup>5</sup>Georgieva, Kristalina. “AI Will Transform the Global Economy. Let’s Make Sure It Benefits Humanity.” IMF, 14 Jan. 2024. <https://www.imf.org/en/blogs/articles/2024/01/14/ai-will-transform-the-global-economy-lets-make-sure-it-benefits-humanity>

<sup>6</sup>Bushwick, Sophie, and Dean Visser, editors. “Unregulated AI Will Worsen Inequality, Warns Nobel-Winning Economist Joseph Stiglitz.” Scientific American, 1 Aug. 2023. <https://www.scientificamerican.com/article/unregulated-ai-will-worsen-inequality-warns-nobel-winning-economist-joseph-stiglitz/>

<sup>7</sup>Akselrod, Olga. “How Artificial Intelligence Can Deepen Racial and Economic Inequities.” ACLU, 13 July 2021. <https://www.aclu.org/news/privacy-technology/how-artificial-intelligence-can-deepen-racial-and-economic-inequities>

<sup>8</sup>Stanford, Jim. “Your Job is at Risk from Artificial Intelligence... but not for the Reasons You Think.” Centre for Future Work, 17 Dec. 2025. <https://centreforfuturework.ca/2025/12/17/your-job-is-at-risk-from-artificial-intelligence-but-not-for-the-reasons-you-think/>

<sup>9</sup>International AI Safety Report 2026” (DSIT 2026/001, 2026); <https://internationalaisafetyreport.org>

<sup>10</sup>Alex Chen, “A.I. Is on the Rise, and So Is the Environmental Impact of the Data Centers That Drive It,” Smithsonian Magazine, September 28, 2025, <https://www.smithsonianmag.com/science-nature/with-ai-on-the-rise-what-will-be-the-environmental-impacts-of-data-centers-180987379/>



***“As of writing this report, there are still no binding laws or policy guidelines governing the development or use of AI in Canada.”***

## **Are governments doing anything to protect the public?**

Very limited progress has been made in Canada so far. One attempt at establishing some regulations in Canada was made under Bill C-27, however it was not passed before former Prime Minister Trudeau resigned and prorogued parliament.

In June 2026, the Carney government released its **AI for All** strategy, outlining plans to invest billions of dollars in AI development and adoption. While the government acknowledges that many Canadians have low trust in AI, it gives limited attention to the risks associated with the technology and has so far not announced substantial concrete measures to ensure transparency or protect workers. As of writing this report, there are still no binding laws or policy guidelines governing the development or use of AI in Canada.

The European Union, by contrast, has enacted comprehensive regulations that impose requirements for transparency and human oversight of AI systems. Certain categories of “high-risk” AI have even been outright banned.

## **8 types of “unacceptable risk” AI systems are now banned in the EU.**

- 01.** Systems carrying out **social scoring**
- 02.** Systems predicting or assessing the risk of someone **committing a crime** based solely on profiling
- 03.** Systems creating facial recognition databases using **untargeted scraping**
- 04.** Systems recognising **emotions** in the workplace or in education
- 05.** Systems categorising people based on their **biometric data** to deduce sensitive information
- 06.** Systems purposefully manipulating or **distorting behaviour** to cause harm
- 07.** Systems exploiting **people’s vulnerabilities**, likely to cause significant harm
- 08.** Systems carrying out real-time remote **biometric identification** in public areas by law enforcement with some exceptions

**2026**  
In August 2026, a new code of conduct in the European union will require the labeling of all ‘DEEPPFAKE’ images or videos as AI generated in the EU.



# “Employers could deploy AI systems to survey or discipline workers who are attempting to join a union”

## What are the risks for me in my workplace?

We often imagine a futuristic world where robots do all the work. While many types of work will change, and some jobs may be phased out, there will always be work that needs to be performed by humans. That being said, no job sector is likely to remain completely unaffected.

Like any tool, AI can be used to help or exploit workers. Because of its novelty, many workers will not anticipate the harms it can cause them. Here are some impacts we are keeping a close eye on:

**01 Union Busting**  
Employers could deploy AI systems to survey or discipline workers who are attempting to join a union.

**02 Discrimination in hiring**  
Algorithms can be used to pick candidates but without full transparency it can discriminate against workers based on age, race or gender. For example, in 2018 Amazon was forced to scrap a hiring algorithm that taught itself to reject women applicants to jobs<sup>11</sup>.

**03 Elimination of some jobs**  
This may impact certain groups more significantly by eliminating more jobs that were typically staffed by women<sup>12</sup> or entry level jobs which are for younger workers.

**04 Increasing workload**  
As opposed to relieving workers from repetitive tasks, some employers may use this tech to make workers harder and faster with no increase in pay.

**05 Hallucinations and mistakes**  
AI can make mistakes or provide biased results. Managers or workers may make serious mistakes sometimes resulting in physical injuries if the system is not supervised and scrutinized.

**06 Increasing the number of gig jobs**  
New digital technology has brought with it precarious gig work. AI could encourage the development of mostly low benefit precarious jobs<sup>13</sup>.

**07 Reducing job satisfaction**  
By removing all creative input and decision making from jobs, they may feel less fulfilling to workers.

**08 Impacting mental health**  
Constant monitoring or feedback systems could lead to feelings of psychological harassment.

**09 Monitoring and disciplining workers**  
Algorithms could be used to continuously monitor workers and provide data to give an employer tools to discipline or dock employee pay.

<sup>11</sup>Jeffrey Dastin, "Insight—Amazon Scraps Secret AI Recruiting Tool That Showed Bias against Women," Reuters, October 10, 2018, <https://www.reuters.com/article/world/insight-amazon-scraps-secret-ai-recruiting-tool-that-showed-bias-against-women-idUSKCN1MK0AG/>

<sup>12</sup>International Labour Organization, "New ILO Data Confirm Women Face Higher Workplace Risks from Generative AI than Men," news release, March 5, 2026, <https://www.ilo.org/resource/news/new-ilo-data-confirm-women-face-higher-workplace-risks-generative-ai-men>.

<sup>13</sup>Timothy Papandreu, "AI and the Gig Economy Is Reshaping the Workforce—Here's How," Forbes, October 3, 2024, <https://www.forbes.com/sites/timothypapandreu/2024/10/03/ai-and-the-gig-economy-is-reshaping-the-workforce-heres-how/>.



***“The Teamsters demanded a seat at the table to be a constructive part of plans for increasing the port’s traffic safely.”***



**Case Study:**

In May 2025 Prince Rupert’s port in British Columbia began testing self-driving trucks from an AI tech company based out of Ontario. This was done without any consultation with the Port Truck drivers on ways to safely and efficiently plan for growing cargo volume levels at the Port. The Teamsters demanded a seat at the table to be a constructive part of plans for increasing the port’s traffic safely.



**Case Study:**

In 2025 A garbage collection company in Montreal Quebec installed inward and outward facing cameras in its trucks with a promise of improving the safety of the drivers. Soon after these AI powered devices were analysing the behaviour of the drivers and generating daily reports for the employer. Drivers reported impacts on mental health from the cameras’ constant real-time alerts and loss of bonus pay as the camera’s excessively analysed their every move. Teamsters are working to fight back.

**What should we bargain for?**

Collective agreements form the foundation for protecting Teamsters members in the workplace. These agreements raise standards and clearly define workers’ rights as well as employers’ obligations. Workers can request that employers disclose whether AI systems are being used to manage employees. They may also raise concerns through health and safety committees. In addition, they may consider negotiating contract language to prevent the misuse of AI in the workplace, such as:

- Union consultations on new technology implementation
- No discrimination
- Protection from false AI outputs
- Transparency in implementation and access to the “black box” of AI systems
- Guarantees against job loss
- Limits on surveillance and disciplinary use
- Workload protections
- Wage protections
- Privacy safeguards
- Training for new technology provisions
- Require human review of automated decisions



**“If you would like to let  
Teamsters Canada know about  
misuse of AI in your workplace,  
write to [communications@teamsters.ca](mailto:communications@teamsters.ca)”**

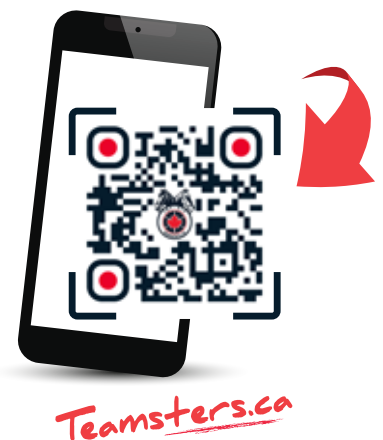
## **Teamsters Canada is committed to:**

Continuing to lobby the federal government to adopt, and meaningfully enforce, regulations ensuring pro-worker development and use of Artificial Intelligence in Canada.

Continuing to encourage its members and locals to inform Teamsters Canada of any use of artificial intelligence by employers and collect testimonials from workers that were adversely impacted.

Providing research, analysis and collective agreement language to support locals who wish to introduce protections into their agreements.

If you would like to let Teamsters Canada know about misuse of AI in your workplace, write to **communications@teamsters.ca**.



*Note :*

*None of the research or drafting of this report was performed using generative Artificial intelligence. Exceptions were made for search engines using AI to deliver results to queries and editing software for correcting syntax, spelling and structure.*

