

ARTICLE # AUTOMATION

Section 1. *Automation*

A. Definitions

Automation for the purpose of this contract refers to the replacement of any human functions and duties by machines, robots, software, or any other technology that diminishes, in part or fully, existing or future needs for human labor.

B. Prohibition on Automation

- i. The employer can not automate, directly or indirectly, any position currently governed by this agreement or traditionally filled by a GSW. Should a position traditionally filled by a GSW be automated or a GSW's work hours reduced through automation, the GSW will be given additional work to make up the hours lost to automation.
- ii. The University shall not use any automation to temporarily replace struck work.

C. Prohibition on Automated Monitoring

- i. The employer can not automate, directly or indirectly, the monitoring of a GSW's employment duties or a GSW's performance, including but not limited to physical location, technology or device usage, and productivity. The University shall not require that any software that monitors the GSW be installed on a device used by the GSW, whether that device is personal or University-maintained.
- ii. Automated monitoring of GSW's physical location is permitted for the purposes of security, emergency response, disability accommodation, and access control (e.g. swipe card access), provided that none of the information generated is used to violate the above.

D. Prohibition on Use of Digital Replicas

- i. Northeastern may not use a Digital Replica (as defined in Article XX: Artificial Intelligence) of a graduate student worker for any purpose, including in any other field or medium, without obtaining the graduate student worker's consent and bargaining separately for that use.
- ii. Consent must be clear and conspicuous and include a reasonably specific description of the intended use. Consent must be obtained prior to use in writing signed by the graduate student worker.