

Composite Motion 10 – AI and Our Rights

Conference notes the announcement on August 22nd 2025 of over 500 redundancies of UK-based moderators at TikTok and the company's plans to either offshore their jobs or replace them with artificial intelligence (AI). Conference also notes the whistleblowers' reports that indicate TikTok's senior leadership purposefully timed these redundancies to thwart the CWU's national technology branch (UTAW) organising efforts and recognition ballot process.

Conference welcomes the publication of the TUC's 'Building a Pro-Worker AI Innovation Strategy' document on 27 August 2025. This document sets out key building blocks to ensure that workers can benefit from technological developments at a time where the rapid adaptation of AI across the economy is changing the nature of work and damaging job security.

Conference recognises the need to introduce pro-worker AI regulations and upgraded workers' rights along with a clear and effective strategy to support workers during change. As tech and social media giants have become increasingly powerful, they have become unrestrained in their efforts to proliferate the use of AI in moderating content and engaging in union-busting tactics that have no place in our society. Furthermore, musicians' ability to benefit financially from their own creative work and control its use has been severely impacted.

Copyright reform is now required to ensure that musicians are fairly paid in relation to AI and music streaming.

Despite intense Government pressure, the major record labels have refused to pay a greater share of streaming revenue to musicians. Session musicians receive no streaming royalties at all, and even most featured artists receive very little. Our telecoms and financial services sectors have also seen an increase in offshoring of jobs, potentially posing a critical risk to our key infrastructure at a time when security is paramount. It remains too easy and too cheap to make workers redundant, something which encourages bad employers to dismiss rather than retrain their workforce. Workers' rights must be at the heart of policy-making around AI and the deployment of these technologies, across all sectors and all platforms. This is not only essential for protecting our industries and those who work within them but for creating truly safe online spaces for all.

Conference welcomes the Labour Government's commitment to gathering views on strengthening the collective redundancy framework in 2025. Conference recognises that to deliver job security, this review also needs to include proposals to improve statutory redundancy pay provisions.

Conference further notes:

- That the Labour Government established the Regulatory Innovation Office to support innovation and to bring to the market speedily, but safely, new AI products.
- That through the AI Opportunities Action Plan Labour has established the AI Security Institute.

Conference therefore believes:

- The advances in AI capabilities bring increased risks of digital manipulation and misinformation such as deep fakes which can undermine our democratic and electoral processes.
- That protecting individual citizens and our democratic institutions is a priority for AI industry regulators.
- Labour must lead on digital safety to protect the privacy and dignity of all citizens and especially the young and the most vulnerable.

Conference calls on the Labour Government to:

- Work with relevant stakeholders to introduce into law, as quickly as possible, the provisions contained within the TUC's Artificial Intelligence (Regulation and Employment Rights) Bill.
- In partnership with trade unions and other stakeholders, urgently review skills provisions within those sectors, such as retail and distribution, which are heavily impacted by AI and workplace technology, and direct Skills England to develop a strong and effective skills strategy.
- Introduce legislation that prevents the offshoring of UK jobs and that prevents human content moderators being wholly replaced with AI.
- Work with trade unions to develop a charter on workers' rights in the technology sector, including a strategy to combat offshoring and introduce robust protections regarding AI in the workplace.
- Ensure:
 - Appropriate and proportionate remuneration for musicians from both AI-generated music and music streaming
 - AI developers training on copyright works are required to report which works they trained on and that AI-generated works are appropriately labelled for consumers
 - Musicians are given the right to contract adjustment, which would allow old royalty rates to be increased to modern digital royalty rates

- Featured artists, songwriters and composers can claim their rights back from record labels and music publishers after a certain period of time, like in the US
- Engage with trade unions, through a new Union Learning Fund model, to deliver necessary skills provisions.
- Include improvements to statutory redundancy pay within the forthcoming review of the collective redundancy framework.
- The UK regulatory bodies to be strengthened and to be sufficiently resourced to detect AI misuse and have powers to sanction those responsible for AI misuse.
- To expand the definition of harmful on-line content to include AI-generated abuse, deepfakes, and algorithmic amplification of extremism.
- To continue to advance international cooperation on AI regulation.

Mover: CWU

Seconder: USDAW