SURVEILLANCE, MONITORING, AND DATA GATHERING IN CONTEMPORARY EMPLOYMENT
Virtual Conference

May 2 - 3, 2023 | 9 AM - 3 PM Pacific

calaborlab.ucsf.edu/conference

General Registration: Free   **Registration for CEUs:** $49

Through the work of crusading journalists and advocates, the public has been made acutely aware employers are using technology to monitor workers' performance. Some workers have had to forego mandated breaks – or come into work during an illness – to meet productivity goals. Technology has also been used to help protect workers from harmful exposures on the job and to uncover work-related illness through surveillance of health records and workers' compensation claims.

This conference is designed to describe the extent of technology use in work, how they are used and why, and what the impacts are on workers and firms. Learners will explore both negative effects of workplace monitoring, and how technology can be a force for good by helping make workplaces safer and more conducive to creativity. The conference will close with a discussion of what is being done – and what can be done – to limit draconian uses of technology and to create incentives for the design of more healthful work through policy, advocacy, and community engagement.

Tuesday, May 2, 2023

Opening Remarks

Alex Padilla, United States Senator for California

RoboTruckers: The Double Threat of AI for Low-Wage Work

Karen Levy, JD, PhD, Associate Professor, Cornell University

Transforming Data into Digital Technologies: How Employers Use Worker Data in the Workplace

Lisa Kresge, MS, Lead Researcher, Technology and Work Program, UC Berkeley Labor Center

Employees or Suspects? Surveillance and Scrutinization of Low-Wage Service Workers in U.S. Dollar Stores

Dr. Tracy Vargas, Assistant Professor, University of North Carolina at Pembroke

Workplace Technology and Worker Well-Being

Kristen Harknett, PhD, Professor, University of California, San Francisco

Daniel Schneider, PhD, Professor of Public Policy and Sociology, Harvard University

Surveillance in Gig Work: Platforms and Beyond

Dr. Julia Ticona, Assistant Professor, Annenberg School for Communication, University of Pennsylvania

Empirical Evidence and Practical Guidelines for the use of Artificial Intelligence in Recruitment and Hiring

Dr. Christopher D. Nye, Associate Professor of Organizational Psychology, Michigan State University

Accreditation (May 2nd)

COEH designates this activity for a maximum of **5.0 Contact Hours**. Participants should claim only the credit commensurate with the extent of their participation.

Provider approved by the California Board of Registered Nursing, Provider Number 12983, for 5.0 contact hours.

Learning Objectives:

At the completion of this activity, the learner will be able to:

- Identify the risks and pitfalls of workplace surveillance, monitoring, and data gathering on worker well-being
- Review the types of data collection and monitoring in the workplace, and describe the impact of surveillance technologies on workers
- Describe the relationship between surveillance in gig work and social inequities
- Using Dollar Stores as a case study, review how workplace surveillance is used as a tool to both monitor and restrict worker autonomy
- Discuss the risks of using artificial intelligence based assessment tools without testing reliability in distinct workplace contexts

Wednesday, May 3, 2023

Human-Centered Technology

Dr. Kathleen Mosier, Founder and Principal Scientist, TeamScape

Surveillance of Health Risks in Contemporary Work

Robert Harrison, MD, Public Health Medical Officer, CDPH; Clinical Professor, University of California, San Francisco

A Total Worker Health Approach to Occupational Health Surveillance: The US Department of Energy Former Worker Program

Lee S. Newman, MD, MA, Director, Center for Health, Work & Environment, University of Colorado

Implementation of Safety Wearables within Retail Warehouse Co-Worker Populations

Tasha Joshua, MS, CHES, Health & Wellbeing Leader, IKEA

Healthy Buildings: Thermal Comfort Monitoring

Stefano Schiavon, PhD, Professor, Center for the Built Environment, University of California, Berkeley

Accreditation (May 3rd)

COEH designates this activity for a maximum of **5.0 Contact Hours**. Participants should claim only the credit commensurate with the extent of their participation.

Provider approved by the California Board of Registered Nursing, Provider Number 12983, for 5.0 contact hours.

The Little Tech Coming for Workers: Documenting, Investigating, and Building Worker Voice and Power

Dr. Wilneida Negrón, Director of Research and Policy, Coworker

Policy Panel Discussion

Mitch Steiger, CA Labor Federation

Juliann Allison, PhD, UC Riverside

Ellen Reese, PhD, UC Riverside

Tim Shadix, Warehouse Worker Resource Center

Matthew Scherer, JD, Center for Democracy & Technology

Learning Objectives:

At the completion of this activity, the learner will be able to:

- Describe how technology can improve the quality of work and the health of workers
- Discuss the principles of human-centered technology, and how human-centered design can be leveraged to improve quality of work
- Review the role of occupational health surveillance to investigate work-related injuries, and how a more holistic approach could improve outcomes for workers
- Identify types of wearable devices in the workplace, and how to implement the use of wearable devices in collaboration with workers to improve worker health
- Describe building design strategies to improve thermal comfort and how thermal comfort affects worker satisfaction
- Identify strategies and policy interventions to improve workers' health, safety, and privacy from the perspective of advocates and policymakers