Appendix: Additional survey results in tables

Table 1: Number of Contract Provisions Related to Automated Management and Surveillance Reported by Union Members

Number of Contract Provisions	% Union Members
0 or don't know	62.1%
1	10.8%
2	9.1%
3	8.4%
4	5.3%
5	1.3%
6	3.1%

Notes: 2025 Union member survey, survey weights applied. n=1,634.

Table 2: Any Contract Provision Related to Automated Management and Surveillance by Union

Union	% Union Members Reporting At Least One Provision	Survey Respondents
AFSCME	17.4%	125
NEA	17.9%	157
AFT	20.6%	98
UFCW	21.8%	56
AFGE	24.1%	47
CWA	34.8%	56
IBT	39.2%	72
UAW	46.3%	43
SEIU	54.5%	194

Notes: 2025 Union member survey, survey weights applied. Total n=1,634.

Table 3: Contract Provisions Related to Automated Management and Surveillance by Year of Contract Negotiation

Year	Any Provision?	Notification?	Explanation?	Limit Collection?	Access to Data?	Right to Correct?	Right to Dispute?	Survey Responses
'24-5	36.0%	21.4%	18.3%	15.2%	13.8%	14.0%	19.6%	401
'23	30.8%	19.5%	12.6%	14.3%	11.2%	8.5%	13.1%	253
'22	22.7%	12.4%	10.8%	11.6%	9.8%	7.5%	10.9%	173
'21 or earlier	51.5%	30.1%	25.1%	17.3%	17.3%	16.8%	21.2%	158
Total	34.7%	20.6%	16.6%	14.6%	13.0%	11.9%	16.6%	985

Notes: 2025 Union member survey, survey weights applied. Total n=985 (subsetted to union members remembering last contract negotiation).

Table 4: Presence of Contract Provisions on Automated Management and Surveillance Predicts Worker Understanding and Input into Workplace Technologies

	Agree: Understand Automated Management and Surveillance Tools (1-5)	Agree: Understand Automated Management and Surveillance Tools (1-5)	Agree: Meaningful Input into How Technology is Used (1-5)	Agree: Meaningful Input into How Technology is Used (1-5)
Presence of Collective Bargaining Agreement Provision on Automated Management and Surveillance?	0.76*** (0.06)	0.55*** (0.07)	1.03*** (0.07)	0.75*** (0.08)
Worker Demographics	N	Y	N	Y
Sector of Employment	N	Y	N	Y
Union Affiliation	N	Y	N	Y
N	1,456	1,286	1,466	1,456

Notes: 2025 Union member survey, survey weights applied. OLS regression results, standard errors shown below coefficient estimates. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.10$.

Table 5: Count of Contract Provisions on Automated Management and Surveillance Predicts Worker Understanding and Input into Workplace Technologies

	Agree: Understand Automated Management and Surveillance Tools (1-5)	Agree: Understand Automated Management and Surveillance Tools (1-5)	Agree: Meaningful Input into How Technology is Used (1-5)	Agree: Meaningful Input into How Technology is Used (1-5)
Count of Collective Bargaining Agreement Provision on Automated Management and Surveillance (0-6)	0.21*** (0.02)	0.15*** (0.02)	0.31*** (0.02)	0.21*** (0.02)
Worker Demographics	N	Y	N	Y
Sector of Employment	N	Y	N	Y
Union Affiliation	N	Y	N	Y
N	1,456	1,286	1,466	1,456

Notes: 2025 Union member survey, survey weights applied. OLS regression results, standard errors shown below the coefficient estimates. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.10$.

Table 6: Count of Contract Provisions on Automated Management and Surveillance Predict Workers Having Opinion on Workplace Technologies

	Has Opinion: Understand Automated Management and Surveillance Tools (0/1)	Has Opinion: Understand Automated Management and Surveillance Tools (0/1)	Has Opinion: Meaningful Input into How Technology is Used (0/1)	Has Opinion: Meaningful Input into How Technology is Used (0/1)
Count of Collective Bargaining Agreement Provision on Automated Management and Surveillance (0-6)	0.07*** (0.005)	0.05*** (0.005)	0.03*** (0.005)	0.02*** (0.005)
Worker Demographics	N	Y	N	Y
Sector of Employment	N	Y	N	Y
Union Affiliation	N	Y	N	Y
N	1,634	1,622	1,634	1,622

Notes: 2025 Union member survey, survey weights applied. OLS regression results, standard errors shown below the coefficient estimates. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.10$.