



Workforce Transparency Act of 2026

Section-by-section

Section 1 – Short Title

Section 2 – Findings and Purposes

AI is widely used across the United States and is currently primarily changing the nature of jobs rather than directly eliminating jobs. AI can improve productivity and create new kinds of jobs, but we need timely and useable data in order to understand those and other effects. Establishing a Federal framework for aggregating and making comprehensive data, provided by the public sector, available can help create shared, universal datasets that the public and private sectors can use to better understand AI deployment.

This bill establishes a such a framework to allow for evidence-based policymaking based on secure, trusted, and protected data sharing.

Section 3 – Definitions

The following terms are defined for use within the bill:

1. Aggregated workforce transparency data
2. Artificial intelligence
3. Covered AI system
4. Covered AI system provider
5. Enterprise customer
6. Participating entity
7. Secretary

Section 4 – Workforce Transparency Reporting

Establishes an elective process under which participating entities may submit to the Labor Department aggregated workforce transparency data that includes task or activity level use of AI, geographic distribution of AI uses and users, changes in AI usage patterns over time, and more.

A participating entity may elect to submit up to the past two years of aggregated workforce transparency data held by the participating entity and then continue to submit aggregated workforce transparency data on a regular cadence moving forward.



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Section 5- Privacy, Security, and Confidentiality Safeguards

A participating entity may not submit PII linked to an individual, certain types of sensitive business data, or data that is contractually prohibited from disclosure.

When submitting aggregated workforce transparency data, a participating entity shall de-identify, anonymize, and aggregate that data to protect privacy, in compliance with applicable laws and/or contracts.

Section 6 – Reporting and Regulations

The Labor Department and the Bureau of Labor Statistics shall work with the Census Bureau to establish, within 180 days following enactment, a process to collect and make available aggregated workforce transparency data so that researchers, businesses, and local, state, and Federal governments have access to better data on the myriad ways that AI impacts the workforce.

Section 7 – Prohibitions Regarding Adverse Inferences

Prevents a Federal agency from drawing any adverse inference based on a covered AI system provider or enterprise customer’s participation in the reporting process created in this bill.

Section 8 – Enforcement

The Labor Department may seek injunctive relief if a participating entity knowingly and willfully misrepresents the entity’s submitted aggregated workforce transparency data.

Section 9 – Severability

Provides, in the event some portion of the bill is found unconstitutional, that the remainder of the provisions of the bill remain unaffected.