JacksonLewis

AI Resource Hub

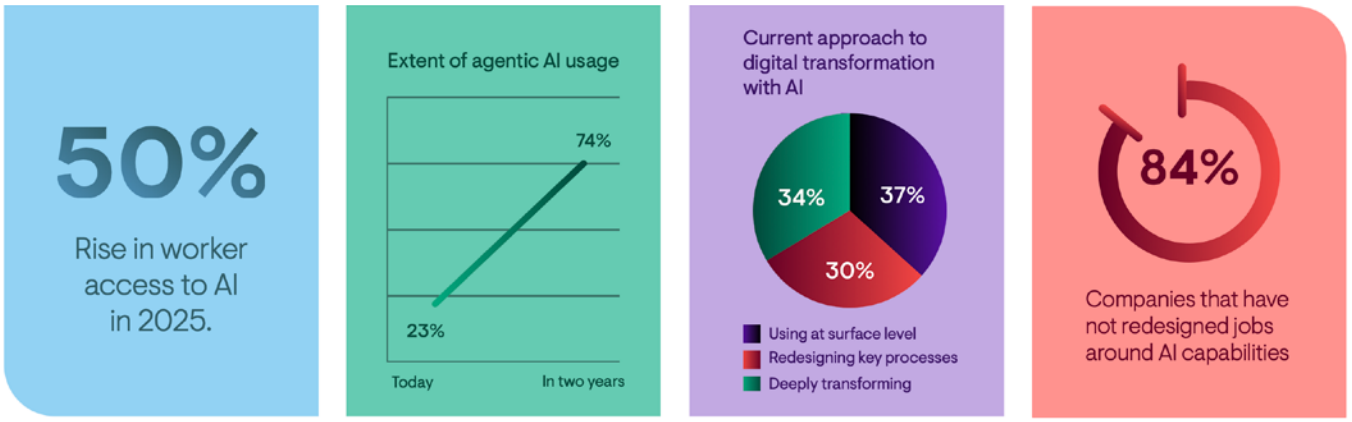
How seriously do I need to take AI?

Deploying Workplace AI with More Confidence + Less Legal Risk

Fall 2026

Employers are "all in" on AI, despite having to contend with a growing set of laws and worker demands targeting its use. Our AI Resource Hub offers organizations comprehensive ways to manage the mix of federal, state and local regulations, growing AI governance necessities, bias in usage, and issues around privacy and cybersecurity — all while maximizing their innovation interests and defensible decision-making protections.

AI by the Numbers



Source: "The State of AI in the Enterprise" (Deloitte 2026) and associated research

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Workplace Transformation (Video)

How do organizations need to adapt their workforce and governance structures as they integrate AI into daily operations?

- AI Procurement and Vendor Risk: Contract Terms Employers Should Watch (Podcast)
  09.01.26
- California Executive Order Signals More Scrutiny of AI's Workplace Impact
  06.01.26
- Unseen Risks — Smart Glasses and Wearable Tech in the Workplace (Podcast)
  05.14.26

Employment Decision-Making (Video)

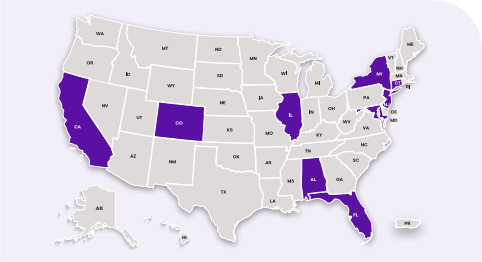
How can organizations deploy AI in talent management without creating discrimination, privacy or adverse-impact issues?

- When AI Makes the Call: The CCPA's New ADMT Regulations (Podcast)
  06.04.26
- The Right Time for Bias and Validation Testing for AI is Now
  05.22.26
- From Hiring to Firing: Navigating AI Risk in the Modern Workplace (Webinar)
  05.20.26

Legal Risk + Defensible Use (Video)

What legal exposure arises from AI use and how can organizations minimize it?

- The Next Wave of AI Regulation: What Employers Should Know About State-Level Activity (Podcast)
  09.03.26
- AI-Powered Employee Monitoring: Navigating Privacy, Bias + Compliance (Podcast)
  08.18.26
- From Images to Liability: Deepfake Policy Lessons Employers Need Now
  08.04.26



AI by State: Compliance Considerations

A look at select states' compliance frameworks and what employers should consider when implementing AI and data-driven technologies.

Alabama

- Alabama State Bar Issues AI Ethics Guidance for Lawyers: Key Questions and Practical Answers
  07.22.26

California

- Managing Tech-Induced CCPA Risk Assessment Obligations (Podcast)
  07.28.26
- Preparing for the CCPA's New Risk Assessment Rules (Podcast)
  06.22.26
- Is a CCPA Risk Assessment Required When Using Productivity Management and Monitoring Platforms?
  05.27.26
- Is a CCPA Risk Assessment Required When Recording Customer Calls?
  05.22.26
- Is a CCPA Risk Assessment Required When Using AI-Powered Hiring and Screening Tools?
  05.19.26
- Navigating the California Consumer Privacy Act: 30+ Essential FAQs for Covered Businesses, Including Clarifying Regulations Effective 1.1.26
  01.21.26

Connecticut

- Deadline Imminent for Connecticut's Expanded Electronic Monitoring Law
  09.10.26
- The Next Wave of AI Regulation: What Employers Should Know About State-Level Activity
  09.03.26
- New Laws Are Changing Connecticut Employers' Pay, Accommodation, AI Obligations in '26/27
  05.21.26

Colorado

- The Next Wave of AI Regulation: What Employers Should Know About State-Level Activity
  09.03.26
- Colorado's New AI Law Shifts Employer Accountability from System to Individual Decision Level
  05.18.26

Florida

- AI Hallucinations in Court Filings Continue: Florida Supreme Court Responds with a New Certification Requirement
  05.29.26

Illinois

- Illinois' Draft AI Notice Regulations: What Employers Need to Know
  12.17.25
- Illinois 2025 Employment Law Wrap-Up: Essential Updates for Employers
  11.13.25

Maryland

- Facial Recognition and AI in Hiring: A Reminder for Maryland Employers
  09.19.26

New Jersey

- A Guide for New Jersey Employers on AI + Workplace Algorithmic Discrimination Risks
  08.06.26
- Five Reasons for NJ Employers to Adopt an Employee AI Acceptable Use Policy
  07.17.26
- NJ's New Disparate Impact Rules Reinforce Employers' Need for Antidiscrimination Vigilance
  02.03.26

New York

- AI Glasses Not a Good Look in New York Courthouses
  07.17.26
- AI in the Empire State, Two Bills Could Create New Compliance Obligations
  06.29.26

— Healthcare Industry Spotlight starts on next page —

Industry Spotlight: Healthcare

AI in Healthcare: Innovation, Workforce Transformation + the Path Forward

Takeaways

- AI's greatest near-term impact in many healthcare organizations may be in administration, particularly as financial pressures persist and experienced employees continue to be difficult to recruit and retain in the industry.
- Healthcare employers are increasingly integrating AI across the employment lifecycle, but when implemented without appropriate oversight, these AI approaches can create significant legal exposure, erode employee trust and ultimately affect the quality of patient care.
- Success will go to those organizations that can earn the trust of their employees, patients and regulators by implementing AI thoughtfully, communicating transparently and maintaining appropriate human oversight.

Article

Artificial intelligence (AI) has emerged as a promising force in healthcare, offering a significant potential tool to help healthcare professionals work more efficiently and make better-informed decisions.

Healthcare organizations are navigating a complex and demanding environment. Persistent workforce shortages across clinical and administrative roles, widespread clinician burnout, escalating labor costs and increasing regulatory scrutiny are placing significant strain on these organizations. Despite these challenges, healthcare organizations are expected to deliver better patient outcomes while preserving quality or access to care.

Today, AI is being used to assist with everything from diagnostic imaging and clinical documentation to scheduling, revenue cycle management, claims processing, patient communications and research. Generative AI, in particular, is becoming an integral part of daily workflows, helping healthcare professionals and administrators draft communications, summarize records and organize information more efficiently. Technologies that seemed experimental in the healthcare industry not long ago are helping complete tasks that once required hours of manual effort in a fraction of the time.

As AI becomes more widely used in the healthcare industry, leaders must navigate challenges that go well beyond selecting the right technology. Each new implementation requires thoughtful consideration of governance, compliance, transparency, accountability and trust. These issues are particularly complex in an industry where decisions directly affect not only business operations but patient care and a workforce whose expertise is indispensable for quality care.

AI Is Changing More Than Clinical Care

Much of the public conversation about AI in healthcare focuses on its clinical potential:

- Identifying disease earlier;
- Supporting treatment decisions; and
- Accelerating drug discovery.

Although primary to a healthcare organization's mission, these developments do not tell the whole story.

In many healthcare organizations, AI's greatest near-term impact may be in administration. Administrative tasks that once consume significant staff hours are increasingly being automated or augmented through AI technologies. Ambient documentation tools streamline clinical notetaking. Predictive analytics help anticipate patient volumes and

staffing requirements. AI-powered scheduling platforms align workforce levels with fluctuating demand. Customer service chatbots answer routine patient inquiries before they reach a call center.

These efficiencies are particularly appealing in an industry where financial pressures persist and experienced employees are difficult to recruit and retain. However, every operational improvement brings new legal and organizational considerations. Healthcare organizations must assess not only an AI's tool effectiveness, but also whether its use aligns with existing regulatory requirements, internal policies and professional standards.

Workforce Is at Center of AI Conversation

Healthcare employers are increasingly integrating AI across the employment lifecycle, from recruitment and hiring to scheduling, performance management, training and employee support. When implemented thoughtfully, these technologies can streamline administrative processes and help organizations allocate scarce resources more effectively. When implemented without appropriate oversight, they can create significant legal exposure, erode employee trust and ultimately affect the quality of patient care.

Consider the hiring process. AI-assisted screening tools can help employers identify qualified candidates more efficiently, but organizations must understand how these systems evaluate applicants and whether they produce unintended bias. Similarly, AI-powered scheduling software may improve workforce allocation, but healthcare employers remain responsible for complying with wage and hour requirements, providing reasonable accommodations for employees with disabilities, where appropriate, and honoring contractual obligations in unionized workplaces.

Similarly, AI tools designed to measure productivity and monitor workplace activity can offer valuable operational insights. At the same time, they raise important concerns about employee privacy, transparency and the extent to which automated decision-making systems should influence personnel matters.

These are not entirely new employment issues. Rather, AI changes how familiar legal obligations manifest and how employers must address them. As federal agencies issue additional guidance and states adopt laws governing automated decision-making and employment-related AI, healthcare employers can expect the regulatory landscape to evolve alongside the technology itself.

Perhaps just as important as the technology is human judgment. Healthcare professionals are trained to exercise independent judgment. Although AI can support that judgment, it cannot replace it. Organizations implementing AI into clinical or administrative workflows should invest in training that helps employees understand AI tools' capabilities and limitations. Employees need clear guidance on when AI can serve as a useful tool, when human oversight is essential and how organizational policies govern the use of AI-generated content.

Governance Becoming a Competitive Advantage

The success of AI implementation depends less on the technology itself than on the quality of the governance framework that guides its use.

For many healthcare organizations, this means recognizing that AI is more than an information technology initiative. Effective implementation increasingly requires collaboration among legal, compliance, privacy, human resources, information security, procurement and clinical leaders. Each stakeholder brings a different perspective on risk and plays a critical role in promoting the responsible use of AI.

An effective AI governance program begins with asking the right questions before new technologies are implemented. Organizations should understand what data an AI system uses, how that information is stored and protected, whether patient or employee data may be used to train underlying models, and what contractual safeguards are in place if issues arise. Clear internal policies should also establish acceptable uses of AI, approval processes for new technologies, and expectations for employee or human oversight and accountability.

Good governance is not a barrier to innovation; it is a framework that enables organizations to embrace new technologies with greater confidence while minimum legal and operational risks.

Looking Ahead

AI's impact on the healthcare industry will be driven by countless incremental improvements that collectively reshape how healthcare organizations operate, how clinicians deliver care and how employees do their jobs.

Success will belong to organizations that move beyond seeing AI as simply another software purchase and instead embrace it as a business strategy that touches every part of the enterprise, from patient care and operational efficiency to workforce management and regulatory compliance.

For healthcare employers, the future of AI is ultimately a matter of trust. Success will also depend on whether organizations can earn the trust of their employees, patients and regulators by implementing AI thoughtfully, communicating transparently and maintaining appropriate human oversight. Those that are trusted will be better positioned to capture AI's benefits while managing the legal and workplace challenges that inevitably come with innovation.

Related Content

We Get AI for Work™: Preparing Real-World Healthcare Environments for an AI-Driven Future

(Podcast)

Today's intersection of healthcare, cybersecurity and AI creates challenges for employers who have to manage a mix of increasingly innovative and autonomous systems with human-centric governance more responsibly.

— Manufacturing Industry Spotlight starts on next page —

Industry Spotlight: Manufacturing

AI in Manufacturing: Driving Operational Excellence While Managing Workforce Risk

Takeaways

- The full value of AI as an essential technology for manufacturing operations and workforce management depends on balancing innovation with legal, privacy and employment risk.
- Maintaining meaningful human oversight, understanding how systems reach recommendations and reviewing consequential employment decisions are critical steps for manufacturers relying on AI as a decision-support tool.
- To build a coordinated governance program, inventory your organization's AI use, evaluate vendors and data practices, monitor evolving state and local requirements, and equip leaders and employees to use the technology responsibly.

Article

Artificial intelligence (AI) is rapidly transforming the manufacturing industry. AI influences nearly every aspect of the modern manufacturing enterprise. From predictive maintenance and quality assurance to supply chain optimization, inventory forecasting, measuring and improving productivity, and workforce planning and safety, AI helps manufacturers to operate smarter, faster, and more efficiently.

In an industry challenged by persistent labor shortages, supply chain volatility, and increasing pressure to improve productivity, AI presents manufacturers a powerful opportunity to enhance operations and build resilience. Manufacturers are leveraging AI to anticipate equipment failures, optimize production schedules, reduce waste, improve product quality, minimize workplace injuries, and provide real-time insights that support better business decisions. These capabilities have transformed AI from a strategic experiment into an essential driver of day-to-day operations.

As AI adoption continues to accelerate, manufacturers are learning that implementing AI is not merely deploying new technology. Like any other significant operational investment, successful AI deployment requires strong, thoughtful governance, effective oversight, and a clear understanding of the legal and workforce implications involved.

AI Reshaping the Modern Factory

Manufacturing has long been an automation leader, but today's AI-powered technologies go far beyond traditional industrial controls. Rather than merely executing repetitive tasks, AI systems can analyze vast amounts of operational data to uncover patterns, forecast outcomes, and recommend actions that improve efficiency, productivity, and overall performance.

Across manufacturing operations, production leaders can use AI to identify bottlenecks before they disrupt manufacturing schedules. AI predictive maintenance tools can help maintenance teams to reduce costly downtime by identifying equipment issues before failures occur. Computer vision systems can help improve quality control efforts by detecting defects with greater consistency. Meanwhile, supply chain teams are increasingly using AI to forecast demand, optimize inventory, and respond more quickly to changing market conditions.

At the core of these applications is a common benefit: AI enables manufacturers to make faster, more informed decisions with greater confidence.

The growing role of AI is not confined to production efficiency and operational performance. Manufacturers are increasingly integrating AI into workforce management and employment-related decision making.

The Growing Workforce Implications

For many manufacturers, AI's first meaningful impact is felt not on the production floor, but in the human resources department.

AI-enabled recruiting platforms can help streamline talent acquisition by identifying qualified candidates, screen resumes, and rank applicants based on desired experience and skills. Workforce management systems leverage operational and employee data to support scheduling, staffing forecasts, and productivity analysis. Manufacturers are also using AI-driven technologies to identify training needs, track production metrics, and support employee development initiatives and performance management evaluations.

Although AI tools can provide meaningful operational insights and efficiencies in an environment marked by ongoing skilled labor shortages, their adoption also raises a range of important legal, regulatory, and compliance issues that warrant careful consideration.

Among the most significant concerns associated with AI is the potential for algorithmic bias. AI systems learn from historical data, and if that data reflects embedded biases or past disparities, automated recommendations may unintentionally disadvantage certain groups of applicants or employees. Importantly, the absence of intent does not eliminate liability. Employers remain responsible for ensuring their employment practices comply with applicable federal, state, and local laws.

Risk mitigation begin with treating AI as a decision-support tool rather than a decision-maker. Human oversight remains critical. Employers should ensure hiring managers, supervisors, and HR professionals understand how AI systems operate, what information they consider, and where human review is necessary before making significant employment decisions. Maintaining meaningful human oversight can help reduce legal exposure while promoting fairness, consistency, and accountability.

New Technologies, New Privacy Questions

As manufacturing facilities become increasingly connected and surveilled through sensors, cameras, wearables, and smart devices, organizations are collecting unprecedented amounts of workplace data. These technologies can deliver substantial operational benefits, including enhanced security, improved safety monitoring, and greater efficiency. At the same time, they can also create important new privacy and data security obligations that manufacturers must carefully navigate and manage.

Biometric technologies offer a particularly compelling example of the associated opportunities and challenges. Facial recognition systems, fingerprint scanners, and other biometric tools can streamline facility and timekeeping processes. At the same time, a growing number of states have enacted or proposed legislation regulating the collection, storage, and use of biometric data. Illinois' Biometric Information Privacy Act is among the most prominent examples, having generated significant litigation and illustrating how emerging technologies can create compliance risks beyond traditional employment concerns.

In California, the California Consumer Privacy Act (CCPA) imposes a comprehensive framework over the collection, use, and disclosure of personal information from consumers, a group which includes applicants and employees. Recent updates to CCPA regulations add new requirements, such as notice and opt-out rights relating to the use of "automated decision-making technologies" (ADMTs). Another is the obligation to perform risk assessments involving higher-risk use cases, such as involving biometric data, ADMTs, and systemic surveillance.

Before implementing AI-enabled monitoring or biometric systems, manufacturers should carefully assess exactly what information is being collected, how it will be stored and retained, who will have access to it, and whether notice, consent, or disclosure requirements apply.

Navigating an Evolving Regulatory Landscape

The legal framework surrounding AI continues to evolve. Although federal AI policy has shifted in recent years, state and local governments have increasingly established their own approaches to regulating AI, particularly in employment-related applications. A growing number of jurisdictions have enacted or proposed requirements governing automated employment decision tools, bias audits, impact assessments, and transparency disclosures.

For manufacturers with operations in multiple states, the growing patchwork of AI regulations presents an added layer of governance challenge. AI practices that may be permissible in one jurisdiction could trigger additional compliance obligations in another. To manage this evolving landscape, manufacturers should regularly monitor legal developments, evaluate the AI tools they use, and periodically review internal policies to maintain compliance with changing requirements.

Governance Will Shape Successful AI Adoption

Manufacturers that realize the greatest value from AI will likely be those that pursue implementation with a clear strategy, rather than adopting solutions on an ad hoc basis.

Effective governance begins with a clear understanding of how and where AI is already being used throughout the organization, not only in production systems, but also in recruiting, workforce management, safety, security, and administrative functions. Organizations should implement clear processes for evaluating and approving new AI technologies, assessing vendor-related risks, protecting employee data, and determining when human review is necessary.

Employee education is equally important to successful AI adoption. Operational leaders, supervisors, HR professionals, and frontline managers should understand both the capabilities and limitations of AI technologies. Although AI can provide valuable insights, responsibility for employment decisions and legal compliance ultimately rests with the employer.

Looking Ahead

AI is quickly becoming a core component of modern manufacturing, much like automation and advanced analytics before it. As AI capabilities continue to evolve, manufacturers will have new opportunities to increase productivity, improve quality control, strengthen operational resilience, and help address persistent workforce challenges.

Organizations that are best positioned to capitalize on these opportunities will be those that balance innovation with thoughtful and responsible governance. By maintaining meaningful human oversight, proactively evaluating legal and workforce-related risks early, and implementing clear policies for responsible AI use, manufacturers can maximize AI's benefits while confidently navigating an increasingly complex regulatory and employment environment.

In manufacturing's next chapter, the true measure of success will not be how rapidly organizations adopt AI, but how strategically and effectively they manage its potential to drive innovation, mitigate risk, and create lasting value.

— Continued on next page —

Related Content

When AI Sets the Bargaining Table (Podcast)

Like any form of workplace automation, AI is accelerating employee concerns over displacement, surveillance, bias, productivity measuring and more. Get insights into bargaining considerations, use-case planning and securing employee buy-in when deploying AI responsibly.

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Artificial Intelligence Innovation

Privacy, Data and Cybersecurity

We Get AI for Work Audio Guide

We Get Privacy Podcast