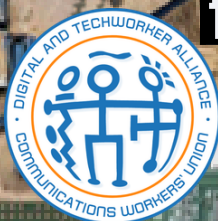


WORKERS' AI COUNTER SUMMIT



WORKERS AGAINST
SLOPAGANDA

10TH - 11TH OCTOBER 2026





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FOREWORD

IN THEIR LATEST BOOK, NAOMI KLEIN AND ASTRA TAYLOR DESCRIBE HOW AN ALLIANCE OF FUNDAMENTALISTS, ETHNONATIONALISTS, AND TECH OLIGARCHS ARE ORGANISING FOR DARK FUTURE IN WHICH ONLY THE CHOSE FEW SURVIVE AND LIVE GOOD LIVES IN BUNKERED INSTITUTIONS. THE ORDINARY WORKERS, MIGRANTS, MINORITIES ARE GROUND BENEATH THE HEEL OF WHAT THEY TERM "END- TIMES FASCISM". FILM MAKER VALERIE VEATCH, WHO'S STIRRING DOCUMENTARY GHOST IN THE MACHINE CLOSES OUT OUR SATURDAY PROGRAMME. OPENS WITH A QUOTE ATTRIBUTED TO THE PHILOSOPHER ANTONIO GRAMSCI; "THE OLD WORLD IS DYING, AND THE NEW WORLD STRUGGLES TO BE BORN: NOW IS THE TIME OF MONSTERS". OPENAI CEO SAM ALTMAN TELLS US THAT "THE WORLD SHOULD ACCEPT SOME BAD THINGS HAPPENING FOR THE BENEFITS OF THIS TECHNOLOGY". OF COURSE HE IS TALKING ABOUT HIS COMPANY'S PRODUCTS, LARGE LANGUAGE MODELS AND THE LOOSE ASSEMBLAGE OF TECHNOLOGIES MARKED TO US AS ARTIFICIAL INTELLIGENCE.

EVERY DAY IN OUR UNION WE SPEAK TO FRIENDS AND COWORKERS IN THE TECH SECTOR EXPERIENCING BURNOUT, ANXIETY, DEPRESSION, AND INSECURITY. OUR EFFORTS TO BUILD POWER, TO ORGANISE OURSELVES AND OUR COLLEAGUES, ARE PERMEATED BY AN OVERARCHING SENSE OF FOREBODING. NOT ONLY ARE MANY OF OUR EMPLOYERS' PART OF A COALITION OF FORCES DIAMETRICALLY OPPOSED TO DEMOCRACY, SOCIAL SOLIDARITY, AND A LIVEABLE PLANET - BUT OUR WORKING CONDITIONS ARE BEING CONSTANTLY ERODED AND UNDERMINED. FROM DATA WORKERS AND CONTENT MODERATORS EXPOSED TO INHUMANE GRAPHIC CONTENT THREATENED BY THE AUTOMATED SYSTEMS THEY ARE ACTIVELY TRAINING, TO ENGINEERS AND PROGRAMMERS SEEING THEIR BOSSES SALIVATING AT THE PROSPECTS OF INCREASING WORKLOADS USING PRODUCTS LIKE CLAUDE. OVER THE PAST DECADE THE MASK HAS TRULY SLIPPED FROM THE FACE OF THE TECH INDUSTRY - EMPLOYERS HAVE USED BOTH CRISIS AND OPPORTUNITY; POST PANDEMIC LAYOFFS AND NOW AI, TO ATTACK WORKERS, TO WITHDRAW FROM COMMITMENTS TO ENVIRONMENTAL SUSTAINABILITY, AND THROW MINORITIES UNDER THE BUS.

IN SHORT, AS WE KNOW, THINGS ARE LOOKING AND FEELING PRETTY BAD FOR WORKING PEOPLE. RISING RENTS, A NEVER-ENDING COST OF LIVING CRISIS, LIVE-STREAMED GENOCIDES, FOREVER WARS AND THE LOOMING SPECTRE OF CLIMATE SYSTEMS BREAKDOWN. MANY OF THESE TOPICS WILL BE TOUCHED UPON THROUGHOUT OUR WORKERS' AI COUNTER SUMMIT. WHILE THE IRISH GOVERNMENT OPERATES AS A LOYAL PROXY FOR THE INTERESTS OF THEIR FRIENDS IN THE TECH MULTINATIONALS, WHILE THEY RUSH TO INFLATE THE HYPE OF THE AI COMPANIES AND IGNORE THE WARNING SIGNS OF A BUBBLE (THE CONSEQUENCES OF WHICH COULD MAKE THE GREAT FINANCIAL CRISIS SEEM LIKE A SUMMER PICNIC) - TECH WORKERS ARE SEIZING THIS OPPORTUNITY TO ASSUME A LEADERSHIP POSITION IN A GROWING MOVEMENT AGAINST THE TECH OLIGARCHS.

FOREWORD

WE HEAR YOU ASK; "OK, FASCISM, OLIGARCHS, CRISIS OF CAPITALISM - WHERE'S THE AI IN ALL OF THIS?". IT'S A FAIR POINT AND WE HOPE THAT OUR INCREDIBLE ARRAY OF CONTRIBUTORS WILL OFFER YOU FRESH PERSPECTIVES ON THE INTERSECTIONS AND IMPACT OF AI ON EVERYTHING FROM THE WORLD OF WORK, THE WORK OF TRANSLATORS, MILITARISM, FINANCIALISATION, AND INFRASTRUCTURE. WE DECIDED TO ORGANISE THE COUNTER-SUMMIT IN RESPONSE TO WHAT CAN ONLY BE DESCRIBED AS ONE OF THE MOST POWERFUL ADVERTISING AND CAMPAIGNS OF OUR LIFETIMES LED BY THE AI COMPANIES AS THEY APPROACH HISTORICAL IPO VALUATIONS. WE ARE BOMBARDED WITH NEWS STORIES OF DOOM, ALARMISM, AND A DETERMINISTIC APPROACH TO THE FUTURE THAT ALIGNS WITH THE PRIORITIES OF THESE MASSIVE COMPANIES. ESSENTIALLY, THE STORY HAS BEEN MASSIVELY ONE-SIDED IN FAVOUR OF CORPORATE INTERESTS. THE COUNTER-SUMMIT AIMS TO OPEN SPACES FOR CRITICAL ALTERNATIVES TO MAINSTREAM NARRATIVES ON AI. WHEN WE BEGAN PREPARATION FOR THE COUNTER-SUMMIT, THERE WAS A CLEAR ABSENCE OF WORKER PERSPECTIVES AT THE IRISH STATE'S FLAGSHIP AI SUMMIT. WHILE THIS HAS PARTIALLY BEEN ADDRESSED, IT IS CLEAR THAT THE INDUSTRIAL POLICY APPROACH FROM SUCCESSIVE IRISH GOVERNMENTS HAS BEEN TO PANDER TO THE NEEDS TO THE TECH GIANTS - AN APPROACH THAT LOOKS INCREASINGLY UNSUSTAINABLE. WE WANT OUR UNION, AS THE VEHICLE FOR ORGANISED TECH LABOUR IN IRELAND, TO PLAY A LEADING ROLE IN THE GROWING MOVEMENT AGAINST THE EXCESSES OF THE TECH GIANTS. THE COUNTER SUMMIT AIMS TO SUPPORT OUR MEMBERS IN TECH TAKING ON THAT ROLE IN CHARTING A FAIRER COURSE FOR THE FUTURE OF WORK AND OUR WIDER COMMUNITIES.

WE ARE PRIMARILY CONCERNED WITH THE POLITICAL ECONOMY OF THE BUNDLE OF TECHNOLOGIES WE REFER TO AS AI. BY THIS WE MEAN WHOSE INTERESTS ARE SERVED IN THE CURRENT REGIME OF AI POLICY AND IMPLEMENTATION, WHO ENDS UP BENEFITING FROM THESE PRODUCTS, AND WHO HAS AGENCY IN THE DECISION-MAKING PROCESSES - IN WORKPLACES AND WIDER SOCIETY. IN PRACTICE, THIS WILL LIKELY MANIFEST ITSELF IN SOME KEY AREAS OF TENSION FOR AI DISCUSSIONS - SUCH AS DATA CENTRES, THE USE OF AI IN MILITARY TECHNOLOGY, AND THE REALITY OF DECLINING TERMS AND CONDITIONS FOR TECH WORKERS IN IRELAND. THERE ARE PLENTY OF PEOPLE TALKING ABOUT HYPOTHETICAL FUTURE ISSUES AND WE ARE CONCERNED WITH HARMS AND DANGERS IN THE HERE AND NOW - FROM ENVIRONMENTAL CRISIS, LABOUR EXPLOITATION IN THE DIGITAL SUPPLY CHAIN, TO AI PSYCHOSIS INDUCED IN THE USERS OF THESE PRODUCTS.

FOREWORD

TO RETURN TO KLEIN AND TAILOR, WE REJECT THE POLITICS OF ESCAPE AND EXIT OFFERED BY BIG TECH AND THEIR ALLIES. WE DO NOT WANT TO EXIT OUR BEAUTIFUL SHARED PLANET, TO EXIT OUR COMMON HUMANITY, AND ABANDON THE RELATIONSHIPS BETWEEN OUR FELLOW WORKERS. OUR COUNTER SUMMIT IS AN ASSEMBLY FOR WHAT KLEIN AND TAILOR CALL "HERE-NESS", A POLITICS CENTRED ON OUR NEIGHBOURS AND THE LIVING WORLD WE ALL DEPEND ON. WE DRAW ON A RICH HISTORICAL TRADITION, EMBLEMATISED IN THE STRUGGLE OF THE LUDDITES. WE REJECT THE PROPAGANDA OF THE VICTORIOUS INDUSTRIALISTS AND EMBRACE THE BOLD STRUGGLE OF SKILLED CRAFTSPEOPLE WHO, RATHER THAN REJECTING TECHNOLOGY, REJECTED TECHNOLOGY THAT SACRIFICED CRAFT, COMMUNITY, AND SOCIAL BONDS. IN THE FACE OF THE AI MARKETING HYPE, WE EMBRACE A CONTEMPORARY LUDDISM THAT DEMANDS TECHNOLOGY THAT WORKS FOR PEOPLE, COMMUNITIES, AND THE PLANET - WHERE WEALTH IS SHARED, WHERE WORK IS PROTECTED AND REWARDED, AND ORDINARY PEOPLE ARE NOT SACRIFICED AT THE ALTAR OF PRIVATE PROFIT.

THE FUTURE IS NOT ALREADY WRITTEN. IT IS NOT PRE-DETERMINED. AS WORKERS, AS TRADE UNIONISTS, WE CAN CO-AUTHOR A BETTER FUTURE SIDE BY SIDE WITH OUR FRIENDS, FAMILIES, NEIGHBOURS, AND COMMUNITIES. IN THE SHORT-TERM, COLLECTIVE BARGAINING AND WORKPLACE DEMOCRACY ARE INTEGRAL TO CHANGING THE CURRENT TRAJECTORY OF HISTORIES ARC. THROUGH THIS TOOL WE WILL HOLD BIG TECH ACCOUNTABLE, PROTECT OUR COLLEAGUES AND COMMUNITIES, AND ENSHRINE REAL DEMOCRACY IN OUR EVERYDAY LIVES.

WE LOOK FORWARD TO DEVELOPING THIS PROGRAMME BOOKLET FOLLOWING OUR COLLECTIVE EFFORTS THIS SATURDAY AND SUNDAY



MYTHS ABOUT GENERATIVE AI, PRODUCTIVITY, AND JOB DISPLACEMENT

LUDDITE LAB RESOURCE HUB

MYTH	WHAT MANAGEMENT SAYS	REALITY
Generative AI makes work easier and frees workers up for more interesting tasks.	<i>"AI does the grunt work so you can do the work that really matters." "Even if you have to double-check the output, at the end of the day, it saves time."</i>	Generative AI does not improve productivity in workplaces. It intensifies work by adding new tasks, increasing workload, and breaking existing work processes.
Generative AI will kill jobs.	<i>"Generative AI will replace your role or sector entirely." "Soon we won't need you anymore."</i>	Recent labor displacement is a real problem. However, job losses attributed to AI are largely due to pressure from the market, competitors, and investors.
Workers need to learn how to use generative AI because knowing how to use these tools will be a necessary skill for all jobs.	<i>"It's useful. You're just not prompting it correctly." "This is not deskilling, it's upskilling." "Get on board or you'll be left behind."</i>	Generative AI tools deskill workers by reducing their work to closely supervising bad outputs and by decreasing learning on the job. Fixing bad outputs requires a widening pool of precarious and often specialized outsourced workers who must fix outputs or generate new data.
Generative AI will raise wages because of the efficiency gains of human-AI collaboration.	<i>"We're increasing our profit margins with these tools, so your wages will go up."</i>	Wage impacts of generative AI adoption have been minimal. Wages have not gone up, but adoption of the tech has the potential to increase labor market inequality.
Even if it doesn't work now, generative AI will work in the future because similar technologies, such as autonomous vehicles, have proved themselves to be a replacement for human workers.	<i>"What about Waymos? They are replacing taxis and Uber/Lyft drivers."</i>	Automated vehicles are distinct from generative AI. Moreover, they are not a safe replacement for drivers, deflect accountability away from companies, and are often controlled by remote workers.

PROGRAMME

10.00

PANEL DISCUSSION ON AI AND TRANSLATION FEATURING
TRISH VAN BOLDEREN AND NICK BENNETT

11.00

VOJTA - MICROSOFT COLLECTIVE AGREEMENT AND AI
CZECHIA

11.30

DIMITRIOS ARGYROS CO-AUTHOR OF GENAI USE IN WORK: ITS REACH,
EFFECTS, RISKS AND LIMITS: FINDINGS FROM THE WORKING IN IRELAND
SURVEY

12.00

CIVIL SOCIETY PANEL - AI BOOM, POWER FOR WHOM? RECENTERING
FUNDAMENTAL RIGHTS AND PEOPLE'S VOICES IN AI GOVERNANCE

13.00

ARKADIA JACOB - ART IN ANTI-GENERATIVE AI RESISTANCE
WORKSHOP

14.00

JAMES ANDERSON - CREATIVITY AND MAGIC: HOW TO OVERTHROW
YOUR AI OVERLORD

14.30

SINEAD GIBNEY - POETRY CONTRIBUTION

14.45

ABEBA BIRHANE - COGNITIVE SCIENTIST AND AI RESEARCHER WHOSE
WORK FOCUSES ON AI, DATA, ETHICS AND ACCOUNTABILITY.

15.15

SONIA FEREIDOOONIE - GOOGLE DEEPMIND WORKER OF NO TECH
FOR APARTHEID AND UTAW MEMBER

PROGRAMME

16.15

PARIS MARX - AUTHOR OF FORTHCOMING HYPERSCALE: THE AMBITION AND EXCESS OF BIG TECH'S DATA EMPIRES,

17.15

CLOSING PANEL - ORGANISING AGAINST THE AI HYPE FEATURING PARIS MARX, ABEBA BIRHANE, SONIA FEREIDOUNIE AND LAYLA WADE

19.00

GHOST IN THE MACHINE - DOCUMENTARY SCREENING

END OF DAY ONE

12.30

CONSENSUS UX OPEN SOURCE PROJECT

13.00

WORKSHOP - NOBODY ASKED US RECLAIMING WORKERS VOICES IN AN AI DOMINATED WORKPLACE

14.30

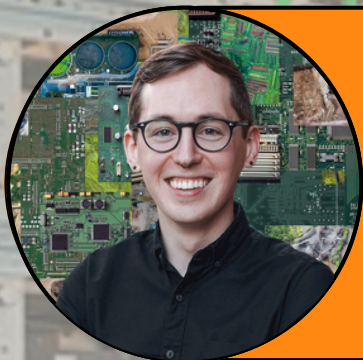
PANEL: AI WORKERS AND WHISTLEBLOWERS: WHEN GOVERNMENTS SIDE WITH ROBBER BARONS.

16.30

CLOSING SPEECH AND NEXT STEPS

END OF DAY TWO

GUEST SPEAKERS



PARIS MARX

TECH CRITIC, AUTHOR AND HOST OF THE AWARD-WINNING TECH WON'T SAVE US PODCAST. PARIS MARX EXAMINES THE POLITICS, POWER AND SOCIAL IMPACTS OF THE TECH INDUSTRY.



DR. ABEBA BIRHANE

DR ABEBA BIRHANE IS A COGNITIVE SCIENTIST AND AI RESEARCHER SPECIALISING IN AI ETHICS, ALGORITHMIC BIAS AND DATA GOVERNANCE.



SONIA FEREIDOONI

SONIA FEREIDOONI OF NO TECH FOR APARTHEID AND UTAW, AND PHD CANDIDATE AT THE UNIVERSITY OF CAMBRIDGE, ON THE GOOGLE DEEPMIND UNION DRIVE AND AI ACCOUNTABILITY.

CIVIL SOCIETY PANEL



MISA NORIGAMI

MISA IS A CORPORATE RESEARCHER AT SOMO, SPECIALISING IN BUSINESS, HUMAN RIGHTS AND CORPORATE ACCOUNTABILITY.



DR. PATRICK BRESNIHAN

PATRICK IS AN ASSOCIATE PROFESSOR AT MAYNOOTH UNIVERSITY RESEARCHING CLIMATE, LAND AND INFRASTRUCTURE POLITICS, AND THE IMPACTS OF DATA CENTRES IN IRELAND.



MIA MARZOTTO

MIA MARZOTTO IS DIGITAL RIGHTS ADVOCACY LEAD AT OXFAM IRELAND, WORKING TO PROMOTE A RIGHTS-RESPECTING DIGITAL ECOSYSTEM AND AMPLIFY CIVIL SOCIETY VOICES.



LAMA NAZEEH

LAMA IS A PALESTINIAN LAWYER AND HUMAN RIGHTS ADVOCATE AT 7AMLEH, SPECIALISING IN PLATFORM ACCOUNTABILITY, EU POLICY AND PALESTINIAN DIGITAL RIGHTS.



BÁRBARA SIMÃO

BÁRBARA IS A PROGRAMME OFFICER AT ARTICLE 19, SPECIALISING IN AI GOVERNANCE, DIGITAL RIGHTS AND THE REGULATION OF DATA-INTENSIVE TECHNOLOGIES.

AI & TRANSLATION PANEL



NICK BENNETT

NICK IS A FORMER TRANSLATOR AND COVALEN AI DATA ANNOTATOR. AFTER EXPERIENCING TWO ROUNDS OF REDUNDANCIES, HE BECAME AN EMPLOYEE REPRESENTATIVE AND COMMITTED DATA-CWU MEMBER.



TRISH VAN BOLDEREN

TRISH IS CHAIRPERSON OF THE ASSOCIATION OF TRANSLATORS AND INTERPRETERS IRELAND (ATII). SHE HAS A PHD IN TRANSLATION STUDIES FROM THE UNIVERSITY OF OTTAWA.

WORKSHOPS



ARKADIA JACOB

**ART IN ANTI-GENERATIVE AI
RESISTANCE**

**JOIN ARKADIA JACOB FOR A
TALK AND CREATIVE WORKSHOP
EXPLORING HOW ART, DESIGN**

**AND SELF-EXPRESSION CAN BECOME POWERFUL
TOOLS FOR WORKER-LED CAMPAIGNS AGAINST
THE HARMS OF GENERATIVE AI**



JAMES ANDERSON

**MAGIC: HOW TO OVERTHROW YOUR
AI OVERLORD**

**BORED OF THE NEVER-ENDING
BLEAKNESS OF MODERNITY? TIRED
OF DOOM-SCROLLING ON THE**

**TOILET? THEN JOIN JAMES, COMEDIAN AND
NEOPLATONIC PHILOSOPHER, FOR A WORKSHOP
EXPLORING CREATIVITY, MAGIC AND THE
STRANGE BORDERLINE WHERE THE SACRED AND
PROFANE TRADE PLACES.**

AI WORKERS AND WHISTLEBLOWERS : WHEN GOVERNMENTS SIDE WITH ROBBER BARONS

THIS PANEL PRESENTS THE AI PRODUCTION PROCESS FROM A WORKER PERSPECTIVE. TWO FORMER WORKERS TURNED WHISTLEBLOWERS, SEAN AND THOMAS, AND ONE RESEARCHER, CLAUDIO, SHARE THEIR EXPERIENCES ABOUT THE DATA WORKERS THAT POWER AI AND CONTENT MODERATION. FROM WORKER ABUSE TO ILLEGAL PRACTICES OF MASS SURVEILLANCE, THIS PANEL INTENDS TO SHOWCASE WHO HAS BEEN LEFT OUT OF THE DISCUSSION AT THE IRISH INTERNATIONAL AI SUMMIT AND WHY. WHEN REGULATORS AND GOVERNMENTS REFUSE TO FULFILL THEIR DUTIES AND TURN A BLIND EYE TO THE EXPLOITATION BEHIND AI, THEY BECOME COMPLICIT. THIS PANEL CALLS OUT SOME OF THE INSTITUTIONS THAT ARE SELLING OFF EU CITIZEN'S PRIVACY AND EU WORKER'S WELLBEING. SHOWCASES A RESEARCH INITIATIVE THAT GIVES VISIBILITY TO THE DATA WORKERS OF THE GLOBAL MAJORITY, ARGUES THAT SELF-REGULATION DOESN'T WORK, AND POINTS TO THE ROLE OF WHISTLEBLOWING.



SEAN BURKE

SEAN WAS ONE OF THE ORIGINAL FACEBOOK CONTENT MODERATION WHISTLEBLOWERS WITH CHRIS GRAY. THEY WERE AMONG THE FIRST IN EUROPE TO DESCRIBE THE EXTREME CONTENT THAT THEIR POSITION HAD THEM GO THROUGH EVERY DAY, AND THE LASTING PHYSICAL AND MENTAL CONSEQUENCES THIS WORK HAD ON THEM.



THOMAS LE BONNIEC

THOMAS IS A SOCIOLOGY PHD RESEARCHER AT THE INSTITUT POLYTECHNIQUE DE PARIS WORKING ON THE RECOGNITION OF AI WORKERS BY DATA PROTECTION REGULATION. IN 2019, HE WAS A WORKER FOR GLOBETECH. FOR APPLE IN IRELAND AND HELPED UNCOVER HOW SIRI COLLECTED USERS' AUDIO RECORDINGS WITHOUT THEIR KNOWLEDGE.



CLAUDIO AGOSTI

CLAUDIO FOUNDED TRACKING EXPOSED IN 2016. PIONEERING ADVERSARIAL ALGORITHMIC AUDITING IN NON-PROFITS AND ACADEMIA. IN 2023 THE PROJECT SPUN OFF AI FORENSICS AND REVERSING WORKS, WHERE IT FOCUSED ON WORKERS' RIGHTS IN THE DIGITAL SPACE. HE CO-FOUNDED GLOBALEAKS IN 2012. HE IS AN ACTIVISM FOR NINA (NOT INTELLIGENT NOR ARTIFICIAL). HE IS PART OF THE EDRI NETWORK.

NOBODY ASKED US: RECLAIMING WORKERS' VOICES IN THE AI- DOMINATED WORKPLACE

SUNDAY

THIS WORKSHOP INVITES PARTICIPANTS TO EXPLORE THEIR OWN ENCOUNTERS WITH AI'S IMPACT ON WORKING CONDITIONS AND TO WORK OUT HOW THEY CAN BRING A COLLECTIVE VOICE INTO THEIR WORKPLACES TO SAFEGUARD THEIR RIGHTS.

HERALDED (AND SOLD TO US) AS A REVOLUTION IN THE WORKPLACE WITH UNTOLD PRODUCTIVITY BENEFITS, THE AI DISRUPTION HAS YET TO MATERIALISE. MEANWHILE WORKERS ACROSS SECTORS AND INDUSTRIES REPORT A VERY DIFFERENT EXPERIENCE OF AI'S IMPACT ON THEIR WORKPLACES: ENTRY-LEVEL ROLES DISAPPEARING BEFORE ANYONE CAN BE TRAINED INTO THEM, CREATIVE WORK REDUCED TO PROMPTING AND CORRECTION, UNPAID TIME SPENT FIXING CONFIDENT NONSENSE, AND PEOPLE ASKED TO TRAIN THE SYSTEMS INTENDED TO REPLACE THEM. ALONGSIDE THIS SIT NEW MEANS OF DISCIPLINE AND SURVEILLANCE, DELIVERED THROUGH ALGORITHMIC MANAGEMENT, AUTOMATED SCHEDULING AND PRODUCTIVITY SCORING.

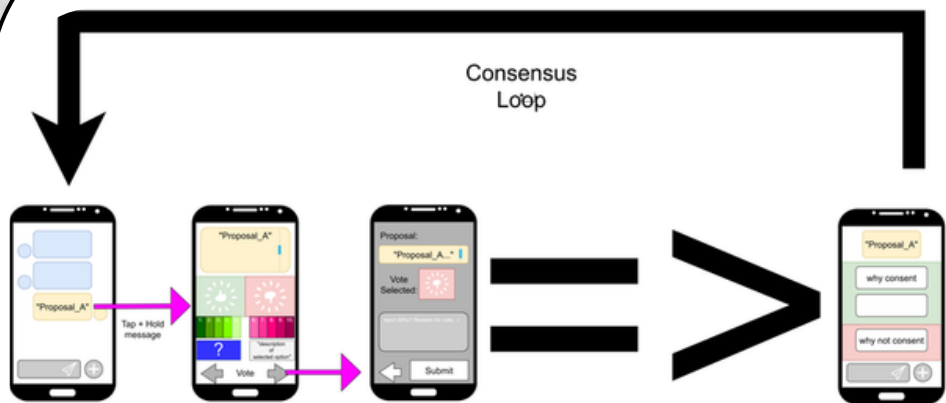
IT WILL BE A FACILITATED WORKING SESSION IN WHICH PARTICIPANTS POOL THEIR OWN EXPERIENCE OF HOW AI IS BEING INTRODUCED INTO IRISH WORKPLACES, ASK WHAT THEY ACTUALLY WANT FROM THESE TOOLS, SURFACE POSSIBLE RESPONSES, AND TEST WHICH OF THOSE RESPONSES COULD BE MADE TO HAPPEN HERE. THE SESSION WORKS ENTIRELY FROM THE KNOWLEDGE ALREADY IN THE ROOM, SO THERE IS NO PANEL, NO PRESENTATION AND NO NEED FOR PRIOR EXPERTISE, AND NO ONE NEEDS TO WORK IN TECH TO TAKE PART. WE USE THE CHATHAM HOUSE RULE AND LIBERATING STRUCTURES TO ENSURE THAT EVERYONE CAN SPEAK OPENLY AND NOBODY IS TALKED OVER.

THE FINDINGS WILL FORM THE BASIS FOR AN OPENLY PUBLISHED OUTPUT FROM DATA-CWU, ADVOCATING FOR WORKERS' VOICES TO BE HEARD THROUGH COLLECTIVE REPRESENTATION IN THE WORKPLACE.

CONSENSUS UX

"THE CONSENSUS UX WORKING GROUP WAS FORMED FROM A CO-DESIGN WORKSHOP INTO THE DEVELOPMENT OF DIGITAL TOOLS TO FACILITATE HORIZONTAL ORGANIZING IN GROUP CHATS. SINCE THEN THE WORKING GROUP HAS GROWN AND DEVELOPED, RECENTLY GOING LIVE WITH THEIR CODE BASE ON GITHUB.

AS A COMMUNITY GROUP FORMED ON THE PRINCIPLE OF FREE ASSOCIATION, THEIR WORK ON DEVELOPING TECHNOLOGY TOWARDS PRO HUMAN AND PRO SOCIAL ENDS/METHODS MAY HOPEFULLY PROVIDE SOME COUNTERPOINT TO TECHNOCRATIC AI, AS A DIRECTION FOR TECHNOLOGICAL DEVELOPMENT. WE WOULD LIKE TO OFFER PEOPLE A VISION OF COLLECTIVE INTELLIGENCE RATHER THAN ARTIFICIAL INTELLIGENCE"



WORKPLACE AI IMPLEMENTATION

B

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N

G

O

AI increases efficiency & productivity

This is not deskilling, it's upskilling

It frees time for more valuable work

AI is here to stay

It's early tech, but will get better soon

AI is already helping me in my job

You must align with company values

Everyone else is using AI, we can't fall behind

There are ways to use AI ethically

Are you some sort of Luddite?

It's workers job to review bad AI output

If you don't learn AI, you won't grow your career



AI is what we need to excite investors

Funders/ the board are asking us to use it

You're just not using it right

This is the wave of the future

Customers are clamoring for it!

AI is just a tool

AI does the grunt work, you can be creative!

You used an early version, it's much better now!

You're not being mentally curious

We'll ensure data safety and privacy

We're not paid to worry about social harms

It's a fad, play along and let it blow over

HOW TO PLAY

EVERY MANAGER WILL TELL YOU THEIR POLICIES AND ARGUMENTS COME FROM THEIR OWN UNIQUE ANALYSIS OF YOUR PARTICULAR WORKPLACE. BUT IN TRUTH, THE BOSSES AREN'T VERY CREATIVE, AND DRAW FROM THE SAME FEW LINKEDIN INFLUENCERS FOR THEIR ARGUMENTS AND IDEAS. WE'VE PUT TOGETHER A BINGO CARD AS A TOOL TO RECOGNIZE WHAT THE SAME TIRED TALKING POINTS ARE, AND TO PREPARE TO ANSWER THEM. LIKE ANY ORGANIZING TOOL, WHAT MATTERS IS NOT THE TOOL, BUT THE ORGANIZING AROUND IT, AND HOW IT HELPS YOU TO BRING PEOPLE TOGETHER AND HAVE DISCUSSIONS TO BUILD RESOLVE, SOLIDARITY AND CONFIDENCE. HERE'S SOME SUGGESTIONS!

ROUND-ROBIN

ONE PLAYER IS THE "BOSS" AND DELIVERS THE FIRST TALKING POINT (IMPERSONATION OPTIONAL). THE NEXT ONE THEN FORMULATES A GOOD RESPONSE. NEXT, THE "WORKER" BECOMES THE NEW "BOSS" AND A NEW "WORKER" IS PICKED. AS YOU GO AROUND, DISCUSS AND CRITIQUE WHAT MAKES A GOOD RESPONSE.

CRITICS CORNER

ONE WORKER READS AN EMAIL, POLICY OR MEMO FROM THE BOSS. OTHERS PLAY BINGO WITH IT.

LINKEDIN LOTTERY

WORKERS EACH SCROLL THEIR LINKEDIN FEEDS, RACING ONE ANOTHER TO GET TO BINGO.

STORY TIME

WORKERS TELL STORIES ABOUT THEIR DISCUSSIONS. OTHERS IN THE LISTENING CIRCLE ARE PLAYING BINGO.

LIGHTNING ROUND

ONE PLAYER IS ASSIGNED THE BOSS. THEY HAVE TO MAKE A 60 SECOND ELEVATOR PITCH IN THE STYLE OF A CRINGEY LINKEDIN POST OF WHY THEIR COMPANY NEEDS TO USE IT. OTHERS PLAY BINGO ON THE WHOLE PITCH.

AUGMENTED REALITY MODE

TAKE THE CARD TO A Q&A SESSION OR ALL-HANDS. PLAY BINGO IN A PRIVATE GROUP CHAT.

WANT MORE RESOURCES FOR WORKPLACE AI ORGANIZING? [HTTPS://WORKERSDECIDE.TECH](https://workersdecide.tech)

MACHINA TOTALIS, OR THE INTERPASSIVITY OF AUTOMATION

SIMON KENNY

LOOKING FROM LEFT TO RIGHT, THE SCREENS INCREASE IN SIZE. MY PHONE RESTS ON THE COFFEE TABLE'S EDGE; IN THE FOUR-FOOT DISTANCE A LAPTOP; LOOMING AND ANGLED STANDS THE TV. I SIT AND WONDER AT THIS CONTROL ROOM, CUP OF TEA IN HAND. IT'S MY DAY OFF AND THOUGH IT SEEMS I'M NOT WORKING, EACH SCREEN IS ALIVE WITH A FLURRY OF UNMONITORED ACTIVITY

ON THE TV, I HAD BEEN PLAYING BALL X PIT. THE GAME IS A BREAKOUT-STYLE BULLET-HELL SHOOTER WITH ROGUE-LIKE ELEMENTS. RIGHT NOW, THE GAME IS BEING PLAYED BUT THE CONTROLLER SITS CHEERFULLY IDLE ON MY COFFEE TABLE. THE CHARACTER I CHOSE TO PLAY AS IS CALLED THE RADICAL AND THEY ARE RADICAL, IN THAT THEY REFUSE TO BE CONTROLLED - SELECTING THE RADICAL MAKES THE GAME PLAY ITSELF.

PAIRING THAT CHARACTER WITH ANOTHER ALLOWS ME TO AUTOMATE THE 'ACHIEVEMENTS' AWARDED BY THE GAME, THOSE DIGITAL CARROTS DANGLED IN FRONT OF ALL GAMERS, SNACK FOOD BRAGGING RIGHTS, TEACHERS' GOLD STARS. THE COMMENTS SECTION TAUNTS: "ARE YOU GETTING YOUR SENSE OF ACCOMPLISHMENT OUT OF WASTING MORE TIME THAN OTHER PEOPLE?" SOME PEOPLE HATE IT (IT'S "INCREDIBLY ASININE AN AUTO-PLAY CHARACTER LIKE THIS EXISTS") BUT THERE ARE A LOT OF DEFENDERS:

... speak for yourself. I love that they added the auto play character, its genius. i can make a cup of tea and smoke my vape while i watch him play. i find it very entertaining actually, and relaxing. its a single player game and its nice to have the option to play however you want to. its not like im cheating someone out of a win lol [sic] [1]

THE RADICAL DOESN'T ALWAYS WIN THE LEVEL. HE CAN DIE IN THE SWARM. THIS COMMENTER AND I CAN DRINK TEA AND SEE HOW IT TURNS OUT, SEPARATELY IN OUR OWN LITTLE CONTROL ROOMS, WORLDS AWAY. WE CAN ALSO LEAVE TO MAKE THE TEA, HAVE A SMOKE, WHATEVER, SECURE IN THE KNOWLEDGE THE CHARACTER HAS SOMETHING TO DO TOO.

MACHINA TOTALIS, OR THE INTERPASSIVITY OF AUTOMATION

SIMON KENNY

GAMES HAVE LONG HAD DEMO OR SPECTATOR MODES IN WHICH THE COMPUTER PLAYS AGAINST ITSELF. WHERE THESE CAN BE CONTROLLED AND SET UP BY 'PLAYERS' (AN IDENTITY WE MIGHT NOW CONTEST) THEY ARE FOUND IN MULTIPLAYER GAMES SUCH AS SUPER SMASH BROS MATCHES OR SEMI-HISTORICAL SIMULATION IN AGE OF EMPIRES. BUT A SINGLE PLAYER GAME THAT PLAYS ITSELF LIKE BALL X PIT IS A NOVELTY VERY MUCH OF OUR TIMES. 'RUNS' TYPICALLY LAST FOR 10 OR 15 MINUTES, IN BETWEEN WHICH THERE IS A MANAGEMENT PHASE BEFORE SETTING UP THE NEXT RUN. THE RADICAL BECOMES AN EMPLOYED DUNGEON CRAWLER, WE THE MANAGER CHECKING IN ON PROGRESS A FEW TIMES AN HOUR WHEN WE CIRCLE BACK AND TOUCH BASE (QUITE LITERALLY). I SET DOWN MY TEA, PUSH A FEW BUTTONS AND START ANOTHER RUN.

COMPUTER GAMES ARE THOUGHT OF AS A PARADIGMATICALLY INTERACTIVE MEDIUM. CHRIS CRAWFORD, FOUNDER OF THE WORLD'S LARGEST GAME DEVELOPER CONFERENCE GDC WROTE THAT "INTERACTIVITY IS THE REAL STRENGTH OF THE COMPUTER, AND IT MUST BE GIVEN PRIMACY IN OUR [GAME] DESIGNS." SELF-PLAYING GAMES ARE A RADICAL DEPARTURE, CONTRADICTING SUCH TRADITIONAL ASSUMPTIONS. "OF COURSE, THE TASK OF THE GAME DESIGNER IS TO AUTOMATE INTERACTIVITY, TO REPLACE ONE OF THE PARTICIPANTS IN THE CONVERSATION WITH A MACHINE." [2] WHEN BOTH PARTICIPANTS ARE AUTOMATED, INTER-ACTIVITY INVERTS TO BECOME INTER-PASSIVITY. SLAVOJ ŽIŽEK WROTE ABOUT THIS IN THE LATE 90S THOUGH WE FIND IT THROUGHOUT HIS WORK SINCE THEN. A RHETORICAL DESCRIPTION: IS IT NOT "THE OBJECT ITSELF WHICH 'ENJOYS THE SHOW' INSTEAD OF ME, RELIEVING ME OF THE SUPEREGO DUTY TO ENJOY MYSELF?" [3] A PRIMARY EXAMPLE OF HIS IS THE 'CANNED' LAUGH TRACK ON THE SITCOM THAT GIVES ONE PERMISSION TO DELEGATE ONE'S EXPRESSION OF ENJOYMENT, PERHAPS THE ENJOYMENT ITSELF, [4] BUT THE SELF-PLAYING COMPUTER GAME IS SURELY THE APOTHEOSIS.

MACHINA TOTALIS, OR THE INTERPASSIVITY OF AUTOMATION

SIMON KENNY

THE TV FLICKERS ON IN A KALEIDOSCOPE OF COLOUR. I'M NOT REALLY PAYING ATTENTION TO IT. NOR AM I PAYING ATTENTION TO WHAT IS HAPPENING ON MY LAPTOP, PERCHED ON A NEARBY STOOL. HERE, I SEE OUT OF THE CORNER OF MY EYE THAT THE CLAUDE CODE AUTONOMOUS SOFTWARE WRITING AI AGENT IS STILL BURNING THROUGH A FEW CENTS EVERY MINUTE, HACKING AWAY AT SOME CODE I'LL NEVER EVEN LOOK AT. I HAD SET THE MACHINE FREE AT A LOOSELY DEFINED GOAL (SOMETHING INVOLVING SPEECH TRANSCRIPTION AND REWRITING AS AN ANDROID APP) AND LAUNCHED IT IN THE GENERAL DIRECTION OF A SOLUTION. THE SIMILARITY TO MY TV ACTIVITY IS STRIKING AND SOME OF THE MAKERS OF CLAUDE CODE THEMSELVES CONCEPTUALIZE IT AS "A SMALL GAME ENGINE." [5] MANY HAVE REMARKED THAT THE GAMBLING-GAME DYNAMICS OF THIS CATCH AND RELEASE FORM OF SOFTWARE CREATION, INCLUDING CO-FOUNDER OF THE DEVOPS MOVEMENT IN SOFTWARE DEVELOPMENT GENE KIM:

Building cool things is addictive. Vibe coding, especially with agents, turns your keyboard into a slot machine. You "pull the lever," and out comes a payout — a chunk of working code, a generated test, or a refactoring. Each little payout delivers a tiny dopamine hit, a neurochemical reward that makes us feel good and encourages us to pull the lever again. [6]

BETWEEN 'PULLS', THE MACHINE PLAYS ITSELF IN MONOCHROME FIXED-SPACE TEXT, THE OUTCOME UNCERTAIN. KIM, HOWEVER, DE-EMPHASIZES THE TRUE NATURE OF THE SLOT MACHINE, THAT FAILURES TO 'HIT' ARE MUCH MORE LIKELY. IT IS A RELENTLESS AMBLING TOWARDS A POTENTIAL REWARD I'M LESS AND LESS INTERESTED IN BUT FEEL ITCHY ABOUT. VAGUELY, THAT ITCH IS BEING SCRATCHED. THE ALIENATION OF CREATION DILUTES ITS JOY, THE VICTORY HOLLOW. IF IT DOESN'T WORK, MY INTEREST FADES FAST BUT THE ITCH WILL PULL ME BACK EVENTUALLY.

MACHINA TOTALIS, OR THE INTERPASSIVITY OF AUTOMATION

SIMON KENNY

RICK RUBIN, THE MUSIC PRODUCER SUPERSTAR WHO CLAIMS TO KNOW NOTHING ABOUT MUSIC [7] LAUDS THE EPHEMERALITY OF VIBE CODING, EMPLOYING THAT TIRED ANTIMONY THAT CHANGE NEVER CHANGES, "THE WORK IS DONE AND THEN FORGOTTEN. / THAT IS WHY IT LASTS FOREVER." [8] AND WE ARE TIRED - ALL OF THIS MEANS THAT THE WORK NEVER ENDS. THE HARVARD BUSINESS REVIEW REPORTED THAT AI TOOL USAGE "BLURRED BOUNDARIES BETWEEN WORK AND NON-WORK. ...WORKERS SLIPPED SMALL AMOUNTS OF WORK INTO MOMENTS THAT HAD PREVIOUSLY BEEN BREAKS. ...WORK SPILLIED] INTO EVENINGS OR EARLY MORNINGS WITHOUT DELIBERATE INTENTION." [9]

*Therefore The Vibe Coder builds without laboring
and instructs by quiet example.
Things arise and he accepts them.
Things vanish and he lets them go. [10]*

WHEN YOUR CAREER IS VOCATIONAL AND 'CODER' IS PART OF YOUR IDENTITY, THE TEMPTATION TO TAKE WORK HOME HAS NEVER BEEN GREATER, NOT ONLY THE WORK BUT THE APPLIED PHILOSOPHY OF WHAT WE MIGHT CALL MACHINA TOTALIS. IT IS NOT JUST PRODUCTIVITY CREEP BUT THE COLONIZATION OF LEISURE, NOT SEEMING TO LABOUR WHILE STANDING TAUT IN PERMANENT VIGIL.

STILL, NEITHER THE TV NOR LAPTOP FOCUS MY ATTENTION. I'M LYING ON THE COUCH, STARING AT MY COLLECTION OF BOOKS. SOME OF THEM I'VE READ, MANY MORE I HAVEN'T. THIS IS MY 'ANTI-LIBRARY', A CONCEPT NASSIM NICHOLAS TALEB LIFTED FROM UMBERTO ECO'S PRODIGIOUS BOOK-COLLECTING AND AMBIVALENT ATTITUDE TO ACTUALLY READING THEM ALL, WHOM HE IMPLIES IS AN 'ANTI-SCHOLAR', AS DESCRIBED IN HIS BOOK THE BLACK SWAN. BOTH TALEB AND ŽIŽEK RECOGNIZE WHAT THE LATTER CALLS "SYMBOLIC REGISTRATION." ŽIŽEK WRITES:

...although I do not actually watch [all of my collected] films, the very awareness that the films I love are stored in my video library gives me a profound satisfaction... [it is] as if the VCR is in a way watching them for me, in my place... the VCR stands here for the 'big Other', for the medium of symbolic registration. [11]

MACHINA TOTALIS, OR THE INTERPASSIVITY OF AUTOMATION

SIMON KENNY

PERHAPS I TOO CAN THINK OF MYSELF AS AN ANTI-SCHOLAR – ANTI-READER, ANTI-WATCHER – SURVEYING THE KNOWLEDGE IN POTENTIA, IN SUSPENSION, A HANGING GARDEN OF ALEXANDRIA, SWEET FRUITS UNPLUCKED ON THE VINE: ANTI-ACHIEVEMENTS.

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I'M NOT REALLY SURE WHAT TO DO IN THIS CONTROL ROOM, SO I LINGER. READING BOOKS IS MY FAVOURITE WAY TO TOUCH GRASS. AS MY EYES CLIMB THE SHELVES, A YOUTUBE VIDEO ESSAY OFFERS PRE-MADE CONVERSATIONS ON MY PHONE. THIS IS THE THIRD SCREEN I'M IGNORING. IT'S JAKE FROM MAN CARRYING THING SHARING HIS 10 FAVOURITE BOOKS OF ALL TIME, [12] WHO THEN PROCLAIMS "SELF-HELP IS DEAD. IT'S TIME TO READ FICTION." JAKE PUTS IT SIMPLY: "THERE IS AN AESTHETIC VALUE INHERENT IN SOMETHING GOOD AND THAT EXPERIENCING IT IS NICE. NOT EVEN GOOD FOR YOU. IT'S JUST NICE. IT MAKES LIFE BETTER." [13] WHEN I READ NORMAL PEOPLE BY SALLY ROONEY, I WEPT.

THOUGH THEY ARE THREE – THE YOUTUBE VIDEO ESSAY, THE SELF-CODING CODER, THE SELF-PLAYING PLAYER – THESE TOGETHER ARE SECOND SCREENS TO MY WALL OF BOUND PAPER. I IDLE IN A PRETENCE OF DOING. THOSE SCREENS ACT AS SOME VARIANT OF "TV SHOWS AND MOVIES DESIGNED TO BE WATCHED WHILE DOING SOMETHING ELSE," WHICH IS TO SAY, NOT WATCHED, NOT WITH ANY INTENTION. [14] THIS, AGAIN, IS ŽIŽEK'S INTERPASSIVITY. AND INDEED, ŽIŽEK IS NOW ON YOUTUBE BEING INTERVIEWED WHILE I ADMIRE THE INERTIA OF HIS BOOK HEGEL IN A WIRED BRAIN, UNSURE IF I'LL EVER READ IT. I COULD TELL YOU SOMETHING IN GENERAL ABOUT HEGEL'S THE PHENOMENOLOGY OF SPIRIT, "KNOWING ONLY THE NAME AND SOMETHING ABOUT THE CRITICAL CONTEXT, BUT WITHOUT EVER HAVING READ A WORD," AS ECO HAS IT. [15]

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You know the joke, everybody knows it, that I used: what would be ideal sex today? ... We have a date. We say, "yes, we will do it." But what happens? I come, you come with your plastic electric dildo, I come with the plastic vagina, both. And what we do is, that's for me ideal sex today. We sit down, you put your dildo into my vagina, we reconnect them and they are buzzing. And we can say, "wonderful! The machine is doing sex." We can now have a nice chat, drink tea. [16]

AS MY DESIRES ARE TENDED TO FOR ME BY MACHINA TOTALIS,
MY TEA IS GETTING COLD.

MACHINA TOTALIS, OR THE INTERPASSIVITY OF AUTOMATION

SIMON KENNY

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