

119TH CONGRESS  
2D SESSION

# S. 4476

To provide for voluntary disclosure by developers and users of artificial intelligence regarding workforce data and for reporting by the Secretary of Labor regarding the workforce data, and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

APRIL 30, 2026

Mr. WARNER (for himself and Mr. BUDD) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To provide for voluntary disclosure by developers and users of artificial intelligence regarding workforce data and for reporting by the Secretary of Labor regarding the workforce data, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Workforce Trans-  
5 parency Act of 2026”.

6 **SEC. 2. FINDINGS AND PURPOSES.**

7 (a) FINDINGS.—Congress finds the following:

1           (1) Artificial intelligence systems are already,  
2           as of the date of enactment of this Act, widely used  
3           by workers, employers, and consumers across sectors  
4           of the United States economy.

5           (2) The most immediate labor-market effects of  
6           artificial intelligence are currently occurring at the  
7           task, skill, and workflow level, rather than through  
8           the wholesale elimination of occupations.

9           (3) Research shows that artificial intelligence is  
10          also improving workforce productivity by accel-  
11          erating routine cognitive tasks, enabling workers to  
12          focus on higher-value functions, and contributing  
13          positively to aggregate economic growth, even as  
14          adoption and impacts vary by sector and over time.  
15          Artificial intelligence also has the potential to create  
16          new roles, consistent with previous patterns in which  
17          technological change has led to significant changes  
18          in the types of jobs people do over time.

19          (4) Policymakers, workers, educators, and em-  
20          ployers lack timely and standardized information  
21          about how artificial intelligence systems are being  
22          used and how such use affects productivity, skills,  
23          and workforce outcomes.

24          (5) Aggregated, privacy-preserving trans-  
25          parency, including information voluntarily shared by

1 a covered AI system provider and complementary  
2 data published by the Federal Government, can  
3 meaningfully improve workforce development, edu-  
4 cation policy, and economic planning without reveal-  
5 ing proprietary information, trade secrets, indi-  
6 vidual-level data, or other information that would  
7 undermine individual privacy.

8 (6) A Federal transparency framework that en-  
9 courages participation and supports modernization  
10 of government data systems can establish a con-  
11 sistent national baseline, reduce fragmentation  
12 across States, and provide a level playing field  
13 among covered AI system providers.

14 (b) PURPOSES.—The purposes of this Act are to—

15 (1) establish a Federal framework for aggre-  
16 gated, de-identified transparency or data-sharing re-  
17 garding use of artificial intelligence systems relevant  
18 to workforce impacts;

19 (2) support evidence-based workforce, edu-  
20 cation, and economic policymaking through both vol-  
21 untary participation by a covered AI system provider  
22 and improved Federal labor-market data;

23 (3) protect individual privacy, confidential busi-  
24 ness information, and competition; and

1 (4) promote public trust through consistent, re-  
2 sponsible, and privacy-preserving data-sharing.

3 **SEC. 3. DEFINITIONS.**

4 In this Act:

5 (1) AGGREGATED WORKFORCE TRANSPARENCY  
6 DATA.—The term “aggregated workforce trans-  
7 parency data” means statistical information that—

8 (A) is aggregated across users, accounts,  
9 interactions, or customers;

10 (B) does not identify or reasonably permit  
11 the identification of a particular person, house-  
12 hold, or employer; and

13 (C) does not disclose—

14 (i) proprietary model weights, training  
15 data, source code, or system architecture;  
16 or

17 (ii) information that a covered AI sys-  
18 tem provider has contractually defined as  
19 confidential or not subject to disclosure.

20 (2) ARTIFICIAL INTELLIGENCE.—The term “ar-  
21 tificial intelligence” has the meaning given the term  
22 in section 5002 of the National Artificial Intelligence  
23 Initiative Act of 2020 (15 U.S.C. 9401).

24 (3) COVERED AI SYSTEM.—The term “covered  
25 AI system” means an artificial intelligence system

1       made available to consumers or businesses other  
2       than such a system that is—

3               (A) designed and marketed by a person  
4               primarily for internal business use by the per-  
5               son;

6               (B) used solely for academic or non-com-  
7               mercial research; or

8               (C) designed for a narrow, discrete tech-  
9               nical function without general-purpose capabili-  
10              ties.

11             (4) COVERED AI SYSTEM PROVIDER.—The term  
12             “covered AI system provider” means a person that  
13             develops, deploys, or makes available a covered AI  
14             system.

15             (5) ENTERPRISE CUSTOMER.—The term “en-  
16             terprise customer” means a business, governmental,  
17             or institutional customer that accesses a covered AI  
18             system pursuant to a negotiated contract governing  
19             data use, confidentiality, or disclosure.

20             (6) PARTICIPATING ENTITY.—The term “par-  
21             ticipating entity” means a covered AI system pro-  
22             vider or enterprise customer that elects to submit  
23             data in accordance with section 4(a).

24             (7) SECRETARY.—The term “Secretary” means  
25             the Secretary of Labor.

1 **SEC. 4. WORKFORCE TRANSPARENCY REPORTING.**

2 (a) IN GENERAL.—A participating entity may submit  
3 to the Secretary, in accordance with this Act and any reg-  
4 ulations promulgated by the Secretary under this Act, ag-  
5 gregated workforce transparency data, including (as rea-  
6 sonably feasible) such data regarding the following:

7 (1) TASK OR ACTIVITY LEVEL USE.—Aggre-  
8 gated distribution of interactions across broad task  
9 or activity categories, such as writing, coding, re-  
10 search, analysis, translation, or job-related assist-  
11 ance (as established and periodically updated by the  
12 Secretary through notice and comment rulemaking  
13 under section 553 of title 5, United States Code).

14 (2) GEOGRAPHIC DISTRIBUTION.—Aggregated  
15 distribution of interactions across broad task or ac-  
16 tivity categories, by State or by metropolitan statis-  
17 tical area or comparable geographic unit.

18 (3) AGE RANGES.—Aggregated distribution of  
19 interactions across broad task or activity categories,  
20 by adult age ranges, as reasonably feasible and con-  
21 sistent with privacy safeguards or laws.

22 (4) TEMPORAL TRENDS.—Changes in usage  
23 patterns over time based on task or activity cat-  
24 egory.

25 (b) REPORTING WINDOWS.—The Secretary shall es-  
26 tablish a system for submissions under subsection (a) that

1 allows for such submissions by a participating entity only  
 2 for aggregated workforce transparency data concerning in-  
 3 formation that is not more recent than 91 days before the  
 4 date of the submission, including, for purposes of the first  
 5 submission by the participating entity, such data with re-  
 6 spect to the 2-year period preceding the date on which  
 7 the participating entity first elects to make such a submis-  
 8 sion.

9 (c) **RULE OF CONSTRUCTION.**—This Act shall not be  
 10 construed to require a covered AI system provider or en-  
 11 terprise customer to elect to submit or otherwise be re-  
 12 quired to submit aggregated workforce transparency data  
 13 under this section.

14 **SEC. 5. PRIVACY, SECURITY, AND CONFIDENTIALITY SAFE-**  
 15 **GUARDS.**

16 (a) **PROHIBITED DISCLOSURES.**—A participating en-  
 17 tity may not submit under section 4(a)—

- 18 (1) personal data or information linked or rea-  
 19 sonably linkable to an individual;
- 20 (2) employer-specific, customer-specific, or indi-  
 21 vidual-specific performance data;
- 22 (3) trade secrets, proprietary algorithms, model  
 23 weights, training datasets, or source code;
- 24 (4) information that a participating entity is  
 25 contractually prohibited from disclosing pursuant to

1       agreements or terms with consumers, users, or en-  
 2       terprise, governmental, or institutional customers or  
 3       that the participating entity otherwise commits to  
 4       protecting from disclosure in policies or representa-  
 5       tions, including restrictions or commitments on data  
 6       use, aggregation, or secondary disclosure; or

7           (5) data in violation of a contract or other  
 8       terms with an enterprise customer, consumer, or  
 9       user, including contractual restrictions on data use,  
 10      aggregation, disclosure, or secondary analysis.

11      (b) COMPLIANCE WITH APPLICABLE LAWS.—In  
 12      making submissions under section 4(a), a participating en-  
 13      tity shall exclude or further aggregate data as necessary  
 14      to comply with other applicable laws.

15      (c) COMPLIANCE WITH CONTRACT TERMS.—This  
 16      Act shall not be construed to obviate the terms, including  
 17      privacy or data protections, in any contract between a par-  
 18      ticipating entity and its customers, users, or other con-  
 19      sumers.

20      (d) SAFEGUARDS.—In preparing data for purposes of  
 21      making submissions under section 4(a) and making such  
 22      submissions, a participating entity shall apply aggrega-  
 23      tion, anonymization, and de-identification techniques con-  
 24      sistent with guidance issued under section 6(c).



1 (e) FREEDOM OF INFORMATION ACT.—Any aggre-  
 2 gated workforce transparency data submitted under sec-  
 3 tion 4(a) shall be exempt from the disclosure requirements  
 4 under section 552 of title 5, United States Code (com-  
 5 monly known as the “Freedom of Information Act”).

6 **SEC. 6. REPORTING AND REGULATIONS.**

7 (a) LEAD AGENCY.—The Secretary of Labor, acting  
 8 through the Commissioner of Labor Statistics and in co-  
 9 ordination with the Secretary of Commerce acting through  
 10 the Director of the Bureau of the Census, shall administer  
 11 this Act.

12 (b) DATA REPORTING.—

13 (1) PUBLIC DATABASE.—The Secretary shall  
 14 establish and maintain a publicly available, online  
 15 database containing aggregated workforce trans-  
 16 parency data derived from submissions under section  
 17 4(a).

18 (2) ANNUAL REPORT TO CONGRESS.—The Sec-  
 19 retary shall annually submit a report to Congress  
 20 summarizing aggregated workforce transparency  
 21 data derived from submissions under such section.

22 (3) REQUIREMENTS FOR DATA.—In carrying  
 23 out this subsection, the Secretary shall aggregate  
 24 data from submissions by participating entities  
 25 under section 4(a) and ensure that any published

1 dataset, analysis, or report does not attribute any  
2 submitted data to any specific participating entity or  
3 any identifiable person.

4 (c) GUIDANCE.—Not later than 180 days after the  
5 date of enactment of this Act, the Secretary shall issue  
6 non-binding guidance regarding—

7 (1) standardized reporting formats and  
8 taxonomies for purposes of submissions under sec-  
9 tion 4(a);

10 (2) acceptable aggregation, anonymization, and  
11 privacy-preserving methods for purposes of submis-  
12 sions under such section;

13 (3) procedures to minimize reporting burden for  
14 purposes of such submissions, including alignment  
15 with existing Federal data-collection efforts; and

16 (4) definitions and classifications for broad task  
17 or activity categories used in workforce-related arti-  
18 ficial intelligence usage reporting.

19 (d) RULEMAKING.—

20 (1) IN GENERAL.—Not later than 180 days  
21 after the date of enactment of this Act, the Sec-  
22 retary shall issue regulations necessary to carry out  
23 this Act.

24 (2) REQUIREMENTS.—The regulations issued  
25 under paragraph (1) shall clarify the extent to which

1 a participating entity shall aggregate, anonymize, or  
2 otherwise ensure privacy safeguards for aggregated  
3 workforce transparency data submitted under sec-  
4 tion 4(a).

5 (e) WORKING GROUP.—The Secretary, acting  
6 through the Commissioner of Labor Statistics and in co-  
7 ordination with other relevant agencies, shall establish a  
8 working group to develop a process to publish or enhance  
9 public labor-market data that combines age and occupa-  
10 tional information, in order to improve understanding of  
11 how artificial intelligence affects entry-level workers and  
12 early-career professionals.

13 **SEC. 7. PROHIBITION REGARDING ADVERSE INFERENCES.**

14 A Federal agency may not draw an adverse inference  
15 against any covered AI system provider or enterprise cus-  
16 tomer that elects not to make submissions under section  
17 4(a).

18 **SEC. 8. ENFORCEMENT.**

19 The Secretary may seek injunctive relief in any court  
20 of competent jurisdiction against a participating entity  
21 with respect to aggregated workforce transparency data  
22 submitted under section 4(a) that the Secretary deter-  
23 mines is a knowing and willful misrepresentation by the  
24 entity of the data.

1 **SEC. 9. SEVERABILITY.**

2       If any provision of this Act or the application of such  
3 provision to any person or circumstance is held to be un-  
4 constitutional, the remainder of this Act and the applica-  
5 tion of the provision to any other person or circumstance,  
6 shall not be affected.

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