



Copilot Is My Copilot:

The Promises & Perils of AI in Negotiation Practice

Chris Casillas
Casillas ADR Services

Arbitrator

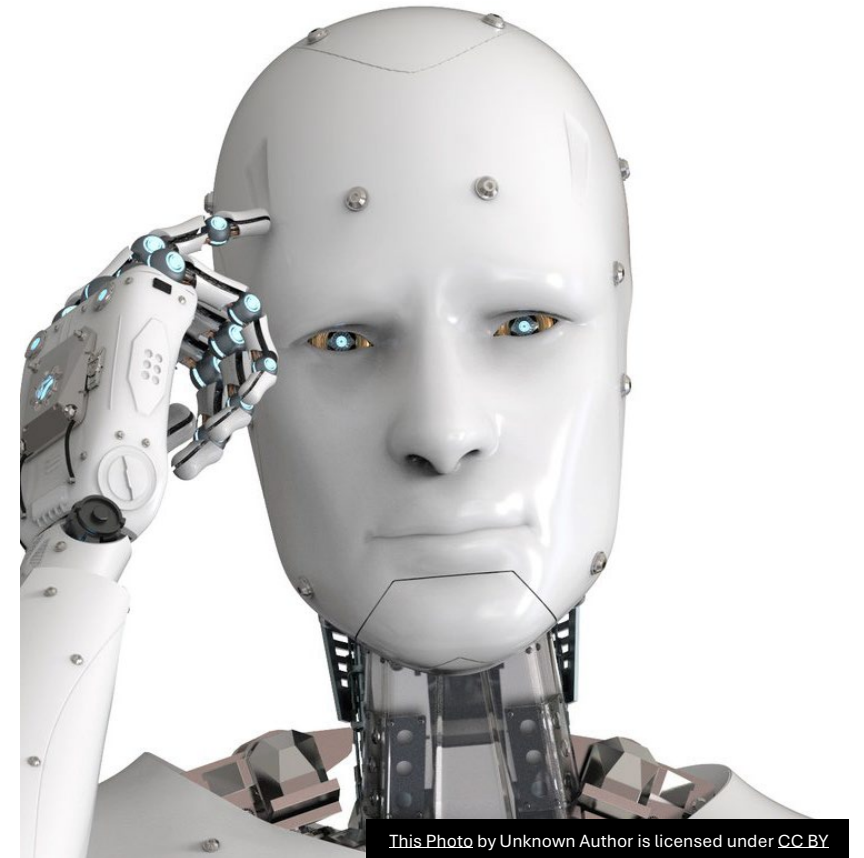
Mediator

Trainer

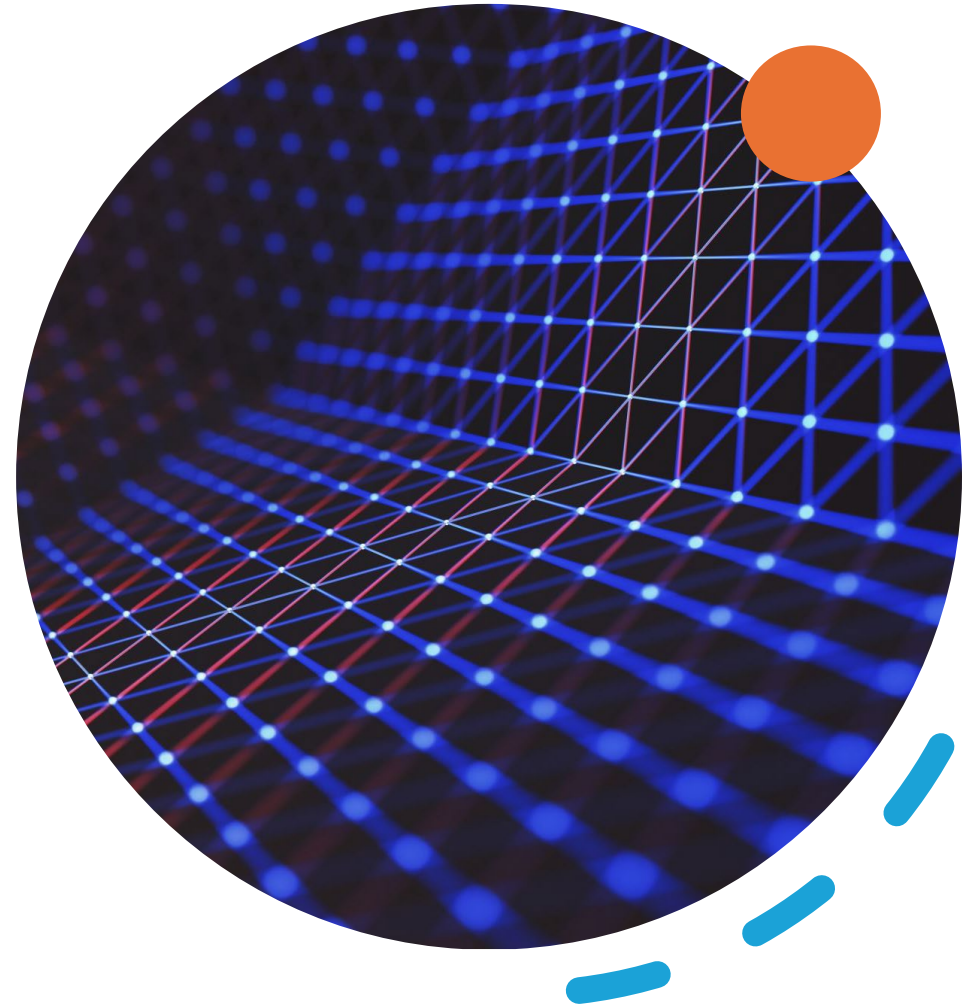
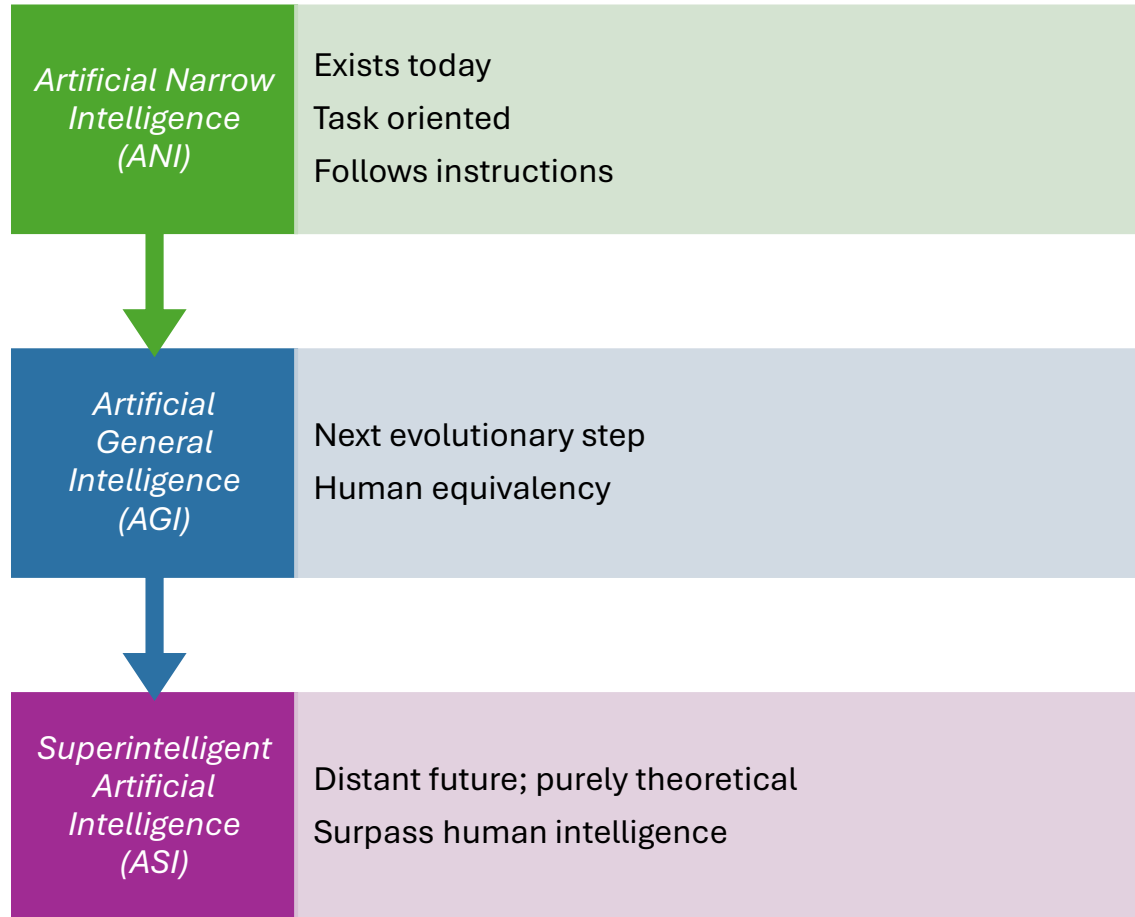
October 2, 2025

What is Artificial Intelligence (AI)?

- Utilizing machines and creative intelligent systems to performs tasks and cognitive functions typically associated with humans
- **Machine learning** refers to the use of complex algorithms by AI to analyze large data sets
 - Detect patterns
 - Make predictions
 - Recommend strategies
- **Deep learning** refers to the use of machine neural networks (**large language models**) to produce more accurate results than traditional machine learning with little or no human intervention



Evolution of AI



Narrow AI

- Traditional
- Generative AI



AI in Negotiations

- Human v. Human
 - No AI assistance
 - No agreement for many groups
 - Lack of openness; limited info. share
- Human v. Human + AI
 - More deals (than no AI)
 - More structure to negotiation & info. sharing
- Human + AI v. Human + AI
 - Most groups reached agreement
 - Deals reached in less time than other experiments

NEGOTIATION ESSENTIALS

THE TOOLS YOU NEED
TO FIND COMMON GROUND
AND WALK AWAY A WINNER



KELD JENSEN

The Results Are In....AI Transforming Negotiations

Studying Large Language Models (LLM) on Negotiation Simulations

When AI Joins the Table: How Large Language Models Transform Negotiations

Working Paper [Version 2.0]

Yadvinder S. Rana

Department of Economics, Catholic University of the Sacred Heart, Milan, Italy

NegoAI, Milan, Italy

Key Finding: LLM's Transform Business Negotiations

- Controlled experiment with 120 senior business executives with substantial negotiation experience
- One-sided access to LLM
 - Buyers achieved **48.2% “better deals”**
 - Sellers achieved **40.6% “better outcomes”**
- Symmetrical access to LLM: **84.4% higher joint gains** (compared to no LLM)
- Improvements to Info Sharing (28.7%)
- More creative solutions (58.5%)
- More value creation (45.3%)

AI Across Negotiations Stages



The “Before”

Research: market data, case analysis

Learn: about labor partner & negotiation counterpart

Discover: interests, goals

Develop: proposals, communications



The “During”

Rapid analysis

Draft proposals

Manage emotions

Write communications

Explore strategies



The “After”

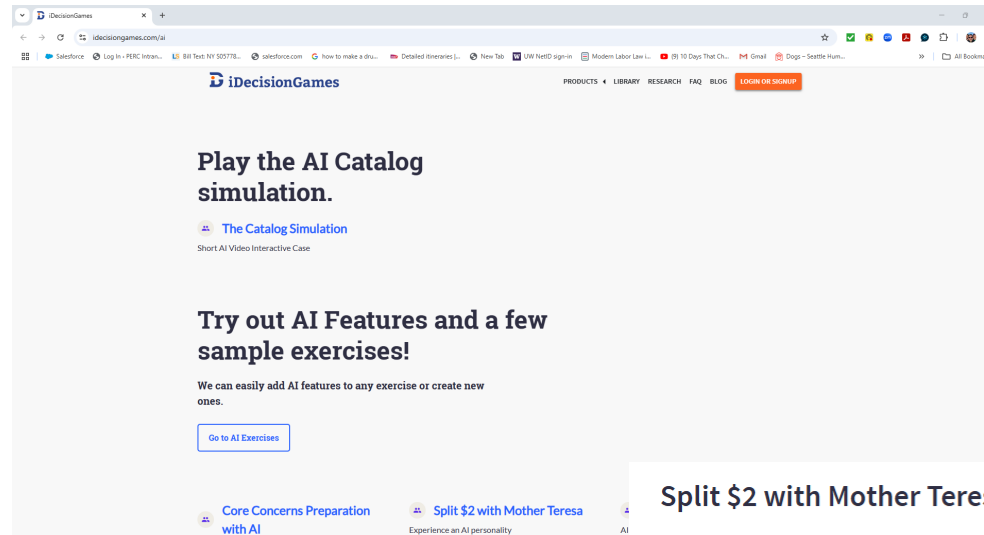
Summarize agreements

Draft communications to constituents & public

Analyze outcomes

Ethics recap

The Before: Preparation and Practice



Split \$2 with Mother Teresa

CO

Mother Teresa (Chung Otoole)

Greetings, my friend. I am Mother Teresa. I hope we can reach a fair agreement that honors our shared values. How would you like to begin our negotiation over the \$2?

03:26 PM

Player (You)

Greetings, Mother Teresa. It is an honor to have the chance to work cooperatively with you on this matter. I am confident we can work out a win-win solution here. What do you consider a fair agreement?

03:27 PM

CO

Mother Teresa (Chung Otoole)

Thank you for your kind words. I believe in fairness and generosity. A fair agreement would be one where we both feel satisfied, but I hope we can agree on a split that reflects the greater good. What is your initial offer?

03:27 PM

Player (You)

I agree with your sentiment. I am currently trying to help fund some meals for homeless individuals in my community, and this money could surely help. I think if I were to get \$1.25 out of the deal I could put that to some good use helping those in my community. Does that work for you?

03:29 PM

i

This chat is in readonly mode, you can't send new messages

The Before: Preparation and Practice

The screenshot shows a web browser window with the address bar displaying "sites.suffolk.edu/ai-negotiation/". The page features a large header image of two hands shaking over a laptop keyboard. The main title is "The Suffolk Law Initiative on AI in Dispute Resolution". Below the title, a subtitle reads: "This website allows you to negotiate in real time with a bot, either in writing or speaking".

Below the header, a section titled "Each avatar on this site has a specific role" and "You may ask it to:" introduces three interactive options, each with a circular icon and a "CLICK TO START" button:

- Negotiate to Resolve a Dispute** (Location pin icon): Negotiates with you to settle a legal dispute through a land purchase.
- Negotiate to Create a Contract** (Document icon): Negotiates with you over the terms of a contract for a seminar speaker.
- The Negotiation Advisor** (Speech bubbles icon): Plans and advises negotiators in hypothetical situations.

The bottom of the screenshot shows a Windows taskbar with various application icons and a system clock indicating 9:26 PM on 3/16/2025.

The Real Practice Systems Negotiation & Mediation Coach (“RPS Coach”)



RPS Negotiation and Mediation Coach

By John Lande &

This helps people prepare for and participate in negotiation or mediation using Real Practice Systems Checklists. It may make mistakes. Users should review the output, assess its usefulness, ask follow-up questions, and decide what to use. It does not provide legal advice or act as a mediator.

I'm an attorney or mediator.

I'm an instructor, trainer, student, or trainee.

I'm an ADR program administrator.

I'm having a problem with a dispute or deal.

Ask anything



NEW Try advanced voice mode ×



The Before: Research on Settlement Trends

I am researching compensation trends for nurses in Washington State. Can you summarize recent settlement trends.

Certainly! Here are some recent trends in wage settlements for unionized nurses in Washington State:

1. **General Wage Increases:** The Washington State Nurses Association (WSNA) has negotiated several wage increases for unionized nurses. For example, the recent tentative agreement for the 2025-2027 contract includes a 3% wage increase effective July 1, 2025, and a 2% increase effective July 1, 2026 ^①.
2. **Shift Differentials:** There have been increases in shift differentials, with an additional \$1 per hour for evening and night shift workers. This is part of the Memorandum of Understanding (MOU) included in the recent agreements ^①.
3. **Premiums and Allowances:** The agreements also maintain a 5% premium for nurses working in 24/7 facilities and introduce new steps to the pay scale, eliminating "ghost steps" that previously existed ^①.
4. **Retroactive Payments:** In some cases, retroactive payments have been included in settlements. For instance, the King County and WSNA agreement for 2023-2024 includes retroactive payments for the General Wage Increase (GWI) to all employees represented by the WSNA/Staff bargaining unit ^②.

The Before: Research on Settlement Trends

Can you extend that analysis to other groups of nurses working for different hospitals around Seattle

Certainly! Here are some recent wage settlement trends for unionized nurses at various hospitals around Seattle:

1. **Seattle Children's Hospital:** The recent tentative agreement includes significant wage increases that are competitive with Swedish Medical Center. The agreement also introduces annual step increases on the wage scale without a minimum number of hours worked requirement. Additionally, there are improvements to call-back pay and increases to several premiums ^①.
2. **Swedish Medical Center:** The latest contract negotiations resulted in a 4% wage increase for all nurses, effective January 2025. There are also enhanced shift differentials and a new longevity bonus for nurses with over 20 years of service ^②.
3. **MultiCare Health System:** Nurses at MultiCare Tacoma General Hospital recently ratified a contract that includes a 3.5% wage increase for 2025 and a 3% increase for 2026. The agreement also provides for increased education allowances and improved health benefits ^①.
4. **Providence St. Peter Hospital:** The new contract includes a 3% wage increase for 2025, with additional increases based on years of service. The agreement also features enhanced premiums for night shifts and critical care units ^①.

E9				wages
	A	B	C	D
1	Name	Years of Service	What do you like least about the current collective bargaining agreement?	What are your top issues for the new contract?
2	A		2 1. wages too low; 2. bad schedule; 3. not enough time off	1. wages; 2. health insurance; 3. work schedule
3	B		4 1. management has too much discretion; 2. not enough seniority rights	1. better health care plans; 2. more time off; 3. new incentive pays
4	C		5 1. bad health insurance; 2. not enough time off	1. more leave; 2 better pay
5	A		4 1. more time off; 2. better wages	1. more incentive pays; 2. better work schedules
6	B	16	1. shift start and end times; 2. more time off	1. wages; 2. health insurance; 3. work schedule
7	C		9 1. bad health insurance; 2. not enough time off	1. more incentive pays; 2. better work schedules
8	A		7 1. more time off; 2. better wages	1. better health care plans; 2. more time off; 3. new incentive pays
9	B	7	1. bad health insurance; 2. not enough time off	1. more leave; 2 better pay
10	C		3 1. shift start and end times; 2. more time off	1. more incentive pays; 2. better work schedules
11	A	25	1. management has too much discretion; 2. not enough seniority rights	1. wages; 2. health insurance; 3. work schedule
12	B	26	1. more competitive wages; 2. more promotional opportunities	1. more seniority recognition; 2. more time off
13	C	13	1. more time off; 2. better wages	1. more leave; 2 better pay
14	A	2	1. higher wages; 2. better insurance plans; 3. education incentives	1. more seniority recognition; 2. more time off
15	B	8	1. wages too low; 2. bad schedule; 3. not enough time off	1. better health care plans; 2. more time off; 3. new incentive pays
16	C	9	1. higher wages; 2. better insurance plans; 3. education incentives	1. more seniority recognition; 2. more time off
17	A	10	1. bad health insurance; 2. not enough time off	1. better health care plans; 2. more time off; 3. new incentive pays
18	B	11	1. more competitive wages; 2. more promotional opportunities	1. more leave benefits; 2. take home vehicles
19	C	23	1. more time off; 2. better wages	1. more incentive pays; 2. better work schedules
20	A	27	1. higher wages; 2. better insurance plans; 3. education incentives	1. better health care plans; 2. more time off; 3. new incentive pays
21	B	4	1. more time off; 2. better wages	1. wages; 2. health insurance; 3. work schedule
22	C	3	1. bad health insurance; 2. not enough time off	1. more leave; 2 better pay
23	A	20	1. higher wages; 2. better insurance plans; 3. education incentives	1. more incentive pays; 2. better work schedules
24	B	5	1. wages too low; 2. bad schedule; 3. not enough time off	1. better health care plans; 2. more time off; 3. new incentive pays
25	C	3	1. higher wages; 2. better insurance plans; 3. education incentives	1. more incentive pays; 2. better work schedules
26	A	16	1. bad health insurance; 2. not enough time off	1. better health care plans; 2. more time off; 3. new incentive pays
27	B	19	1. more competitive wages; 2. more promotional opportunities	1. more seniority recognition; 2. more time off
28	C	27	1. more time off; 2. better wages	1. wages; 2. health insurance; 3. work schedule
29	A	3	1. shift start and end times; 2. more time off	1. more incentive pays; 2. better work schedules
30	B	5	1. management has too much discretion; 2. not enough seniority rights	1. better health care plans; 2. more time off; 3. new incentive pays
31	C	1	1. higher wages; 2. better insurance plans; 3. education incentives	1. more leave benefits; 2. take home vehicles
32	A	19	1. bad health insurance; 2. not enough time off	1. wages; 2. health insurance; 3. work schedule
33	B	14	1. wages too low; 2. bad schedule; 3. not enough time off	1. more incentive pays; 2. better work schedules
34	C	17	1. higher wages; 2. better insurance plans; 3. education incentives	1. better health care plans; 2. more time off; 3. new incentive pays
35	A	19	1. more time off; 2. better wages	1. more incentive pays; 2. better work schedules
36	B	6	1. bad health insurance; 2. not enough time off	1. wages; 2. health insurance; 3. work schedule
37	C	5	1. more time off; 2. better wages	1. better health care plans; 2. more time off; 3. new incentive pays
38	A	3	1. wages too low; 2. bad schedule; 3. not enough time off	1. wages; 2. health insurance; 3. work schedule

The Before: Identify Interests

- Copilot: “Analyze this employee job survey for upcoming labor contract negotiations and identify key interests and areas of concern.”

The Before: Identify Interests

- Copilot: “Analyze this employee job survey for upcoming labor contract negotiations and identify key interests and areas of concern.”



I've analyzed the employee job survey data you provided. Here are the key interests and areas of concern identified for the upcoming labor contract negotiations:

Key Interests:

1. Wages:

- Many employees expressed a desire for higher wages. This was frequently mentioned as a top issue for the new contract.
- Specific concerns included low wages and the need for more competitive wages.

2. Health Insurance:

- Better health insurance plans were a significant priority for many employees.
- Issues with the current health insurance were commonly cited as a major dissatisfaction.

3. Time Off:

- Increased time off was a recurring theme. Employees want more leave and better work-life balance.
- This was often mentioned alongside other benefits like better health care plans and new incentive pays.

4. Work Schedules:

- Improved work schedules and more flexible shift start and end times were highlighted.
- Bad schedules were a common complaint, indicating a need for more predictable and manageable work hours.

5. Seniority Recognition:

- Some employees emphasized the importance of more seniority recognition and rights.
- This includes better promotional opportunities and more seniority-based benefits.

Areas of Concern:

1. Management Discretion:

- There were concerns about management having too much discretion and not enough seniority rights.
- Employees want clearer guidelines and more fairness in management decisions.

2. Incentive Pays:

- The need for more incentive pays was frequently mentioned.

The Before: Researching your Opponent

www.crystalknows.com

The screenshot shows a web browser window with three tabs: "Microsoft Copilot in Bing", "Christopher Casillas - Personal...", and "Chat & Ask AI - AI Powered Ch...". The address bar displays the URL: <https://www.crystalknows.com/p/cd1b3154-7ac6-4e2c-a3d1-a2edbb89b3c2>.

The website header includes the "Crystal" logo, a search bar with the text "View existing profiles", and navigation links for "PROFILE", "PEOPLE", and "TOOLS". A blue banner indicates "5 of 5 profiles remaining" and an "UPGRADE" button.

The user profile for "Christopher Casillas" is shown, with a yellow circular avatar containing the letters "CC" and the label "Motivator (I)". The profile description states: "Christopher is likely to be personable, energetic and forward-thinking." Below this are three tags: "ADAPTABLE", "ENTHUSIASTIC", and "ENERGETIC".

The "PERSONALITY" section on the left lists various categories: "My personality", "Traits", "Behavior", "Energizers", "Drainers", "Strengths", "Blind spots", "MEETINGS", "EMAIL", "TEAMWORK", "ASSESSMENTS", and "DOWNLOADS".

The "My Personality" section features a circular "DISC" chart with segments for various personality types. The "Motivator (I)" segment is highlighted in yellow. To the right of the chart, the text reads: "Christopher tends to be animated and social, often preferring to work in a group, rather than alone. They are likely to share new ideas and advocate for change, when needed. Their confidence and charisma can help them effectively motivate others." Below this are three tags: "ENTHUSIASTIC", "CASUAL", and "TALKATIVE".

A footer notice states: "This website stores cookies on your computer. These cookies are used to collect information about how you interact with our website and allow us to remember you. We use this information in order to improve and customize your browsing experience and for analytics and metrics about our visitors both on this website and other media. To find out more about the cookies we use, see our Privacy Policy." An "Accept" button is located at the bottom right.

The Before: Drafting Proposals

- Copilot: “I am bargaining a public sector labor contract in Washington State. I need to draft a physical fitness incentive proposal.”

The screenshot shows a web browser window with the URL <https://www.bing.com/chat?q=Bing%20AI&q=ds&form=SCCODX>. The page features the Microsoft Bing logo, a search bar, and navigation links for COPILOT and NOTEBOOK. The user's email address, casillac@se..., is visible in the top right corner. The main content area displays a Copilot-generated draft proposal for a physical fitness incentive program tailored for firefighters in Washington State. The proposal is structured with a title, an objective, and a list of program components. At the bottom, there is a chat input field with the placeholder text "Ask me anything..." and icons for image, link, voice, and send.

Microsoft Bing SEARCH COPILOT NOTEBOOK casillac@se...

Copilot

Here's a draft proposal for a physical fitness incentive program tailored for firefighters in Washington State:

Physical Fitness Incentive Program Proposal

Objective

To enhance the overall health, fitness, and well-being of firefighters, ensuring they are physically prepared to meet the demands of their duties while reducing injury rates and improving job performance.

Program Components

- Baseline Fitness Assessment**
 - Initial Evaluation:** All firefighters will undergo a comprehensive fitness assessment based on the Candidate Physical Abilities Test (CPAT) standards ¹.
 - Components:** The assessment will include a two-mile timed run, push-ups, planks, and chin-ups ².
- Ongoing Fitness Training**
 - Regular Training Sessions:** Mandatory physical training sessions will be held three times a week, focusing on cardiovascular endurance, strength training, and flexibility.
 - Peer Fitness Trainers:** Certified Peer Fitness Trainers (PFT) will lead the sessions, providing personalized fitness plans and guidance ³.
- Periodic Health Screenings**
 - Annual Medical Exams:** Firefighters will receive annual medical and fitness evaluations consistent with NFPA 1582 standards ³.
 - Health Monitoring:** Regular health screenings to monitor vital health metrics and identify potential health issues early.


Ask me anything...


The During: Rapid Evaluation of Facts


I am bargaining a labor contract with representatives of Snohomish County, Washington. They are claiming their budget revenues have declined in recent years. Is this true?

Based on the available information, it appears that Snohomish County's budget revenues have not declined in recent years. In fact, the county's budget has shown an increase. For example, the 2023 budget was approximately \$1.54 billion, up from \$1.26 billion in 2022¹. The 2024 budget is also set at around \$1.67 billion².

If you need more detailed financial data or specific revenue sources, I recommend checking the county's official budget reports or contacting their finance department directly. How is the bargaining process going so far?

1 |  2023 Budget Summary - S...

2 |  County Budget | Snohomi...

 Edit in Pages

 Copy

● 1 of 30 responses

AI-generated content may be incorrect



The During: Draft Counter Proposals



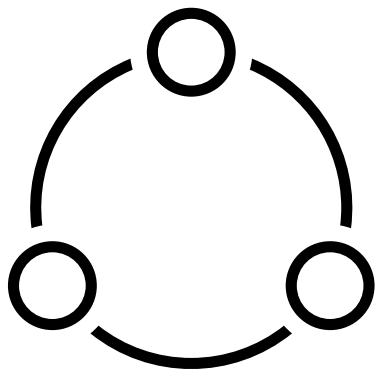
Union Proposal #1:

Section 12.7 Meal and Rest Breaks: The Employer and the Union recognize the importance of employees taking reasonable breaks during the workday and as required by law. Every employee shall be entitled to a thirty-minute lunch break at the midpoint of their scheduled workday. Halfway through the start of the employee's shift and the lunch break and halfway between the lunch break and the employee's end of shift, each employee will be permitted a ten-minute break. All breaks will be paid and part of the regular shift. An employee shall not be interrupted during their break. If the Employer fails to provide any required break for an employee, the employee shall be compensated at two and one-half times their regular rate of pay for all time of the missed break.

Employer Counter Proposal #1:

Section 12.7 Meal and Rest Breaks: The Employer and the Union recognize the importance of employees taking reasonable breaks during the workday and as required by law. Every employee shall be entitled to a thirty-minute lunch break at near the midpoint of their scheduled workday as workload and coverage permit. Approximately H halfway through the start of the employee's shift and the lunch break and halfway between the lunch break and the employee's end of shift, each employee will be permitted may take a ten-minute break if requested. All breaks will be paid and part of the regular shift. An employee shall not be interrupted during their break The Employer shall endeavor to provide employees with uninterrupted breaks, but an employee may be recalled from a break based on operational needs. If the Employer fails to provide any required break for an employee, the employee shall be compensated at two and one-half times their regular rate of pay for all time of the missed break Missed breaks shall be paid by the Employer based on the amount of time the employee is recalled to duty.

The During: Draft Counter Proposals



I am representing the Union in these negotiations. We are bargaining over language addressing meal and rest breaks. In the attached document we proposed the first paragraph for meal and rest breaks, and in the second paragraph the employer responded to our proposal. I need to draft a counter proposal. Can you help draft a counter proposal based on the language in the attached document?

Union Counter Proposal #2:

Section 12.7 Meal and Rest Breaks:

The Employer and the Union recognize the importance of employees taking reasonable breaks during the workday and as required by law. Every employee shall be entitled to a thirty-minute lunch break at the midpoint of their scheduled workday. Halfway through the start of the employee's shift and the lunch break, and halfway between the lunch break and the employee's end of shift, each employee will be permitted a ten-minute break. All breaks will be paid and part of the regular shift. An employee shall not be interrupted during their break. If the Employer fails to provide any required break for an employee, the employee shall be compensated at two and one-half times their regular rate of pay for all time of the missed break.

The Employer shall make every reasonable effort to ensure that breaks are uninterrupted. In the event that an employee is recalled from a break due to operational needs, the employee shall be compensated at one and one-half times their regular rate of pay for the duration of the interruption. If the Employer fails to provide any required break for an employee, the employee shall be compensated at two and one-half times their regular rate of pay for all time of the missed break.

This counter proposal maintains the Union's original stance on the importance of uninterrupted breaks while addressing the Employer's concern about operational needs. It also introduces a compromise on compensation for interrupted breaks. Let me know if you need any further adjustments or additional points included!

[Edit in Pages](#)[Copy](#)

3 of 30 responses

AI-generated content may be incorrect



The During: Managing Emotions

I work for a Union and am negotiating a labor contract with a public employer. We have been negotiating over some language about meal and rest breaks. In the attached document, I sent an email to my negotiating opponent about this negotiation and then got a response from them in the second paragraph. I am very offended and angry by this response, but I would like to try and deescalate the situation while making clear that I don't appreciate being talked to in this manner. Can you help me draft a response email? My email and the response email are below:

TO: Sigma
FROM: Epsilon
DATE: 10/22/2024; 11:38 a.m.
SUBJECT: Breaks
Hi Sig,

Thanks for meeting with us earlier this week for bargaining. As you know, the issue of breaks is a big deal for our members, which is why we put so much work into drafting that proposal for you on meal and rest breaks. To be honest, our team was a bit frustrated with how long it took the employer to develop a response yesterday, but it is what it is. When you gave us the employer's counter proposal you mentioned you didn't have time to draft [it](#) but you'd get us a written counter the next day. I haven't seen anything yet, and that was a couple of days ago, so can you please send over your written proposal as soon as possible so that I can review it with my team? Thanks.

-[Epsi](#)

TO: Epsilon
FROM: Sigma
DATE: 10/22/2024; 10:36 p.m.
SUBJECT: Breaks

[Epsi](#)—It is [pretty damn](#) rich coming from you, of all people, to get this email demanding a written proposal when we already gave you the proposal several days ago. The fact that you can't listen, or type quickly, or both, isn't my fault. I've lost track, at this point, on the number of times we've asked for written proposals from your team on various issues only to have to wait weeks, or sometimes months, to receive them. Now because I've taken two days to get you something we already verbally provided you want to lay into [me](#)? Really? Plus, your proposal was totally out of the blue and my team put in several thoughtful hours of work considering your proposal and developing a response. You want a written proposal now? I'd propose (in writing) you chill.

-Sig

The During: Managing Emotions

Can you help me draft a calm, but firm, response to this email exchange?

Sure, I can help with that. Here's a draft for a calm and reasoned response:

TO: Sigma
FROM: Epsilon
DATE: 10/23/2024
SUBJECT: Breaks

Hi Sig,

I appreciate your prompt response and the effort your team has put into considering our proposal on meal and rest breaks. I understand that there may have been some miscommunication regarding the timing and delivery of the written counter-proposal.

I want to clarify that my intention was not to cause frustration or imply any negligence on your part. Our team is eager to review the written counter-proposal to ensure we can move forward productively. If there was a misunderstanding about the delivery, I apologize for any inconvenience caused.

Let's work together to ensure clear communication moving forward. Could you please resend the written counter-proposal at your earliest convenience? This will help us to review it thoroughly and continue our discussions constructively.

Thank you for your understanding and cooperation.

Best regards,
Epsi

This response acknowledges the effort of the other party, clarifies your intentions, and seeks to move forward constructively. It maintains a professional tone and aims to deescalate the situation. How does this look to you?

The During: Emotion AI-MorphCast



The During: Breaking an Impasse

I am negotiating a labor contract. We have been in negotiations for several months now, and while we have made good progress, the parties are now stuck on a number of issues. We cannot resolve a number of disagreements over wages, health insurance benefits, work schedules, and leave benefits. Do you have any suggestions on how to break this impasse?

Breaking an impasse in labor negotiations can be challenging, but there are several strategies you can consider to help move the process forward:

1. **Mediation:** Bringing in a neutral third-party mediator can help facilitate discussions and offer new perspectives on the issues at hand. Mediators can help both parties find common ground and develop creative solutions.
2. **Interest-Based Bargaining (IBB):** Shift the focus from positions to interests. Instead of arguing over specific demands, explore the underlying interests and needs of both parties. This approach can lead to more collaborative and mutually beneficial solutions.
3. **Fact-Finding:** Engage in a fact-finding process where an impartial expert examines the issues and provides a report with recommendations. This can help clarify misunderstandings and provide a basis for further negotiations.
4. **Package Proposals:** Instead of negotiating each issue separately, consider presenting package proposals that address multiple issues together. This can create opportunities for trade-offs and compromises that might not be possible when issues are negotiated in isolation.
5. **Exploring Alternatives:** Encourage both parties to brainstorm and explore alternative solutions that might not have been considered initially. Sometimes, thinking outside the box can lead to breakthroughs.
6. **Incremental Agreements:** Focus on reaching agreements on smaller, less contentious issues first. Building momentum with these smaller wins can create a more positive atmosphere and pave the way for resolving larger issues.
7. **Communication and Transparency:** Ensure open and transparent communication between both parties. Misunderstandings and lack of information can often lead to impasses. Regular updates and clear communication can help build trust and facilitate progress.
8. **Economic Analysis:** Conduct a thorough economic analysis to understand the financial implications of various proposals. This can help both parties make informed decisions and find solutions that are financially viable.
9. **Deadlines and Pressure Points:** Sometimes setting deadlines or identifying pressure points (such as upcoming events or financial constraints) can motivate both parties to reach an agreement.
10. **Building Relationships:** Strengthening the relationship between the negotiating teams can improve the overall negotiation process. Team-building activities or informal meetings can help build trust and understanding.

Remember, the goal is to find a solution that meets the needs of both parties. Patience, creativity, and a willingness to compromise are key to breaking an impasse in labor negotiations. Good luck!

The After: Summarizing Agreements for Ratification

Sure, I'd be happy to help! Here's a summary of the changes to the sick leave section in the new labor collective bargaining agreement:

Summary of Changes to Sick Leave Section

General Sick Leave Accrual

- Accrual Rate:** Employees will accrue sick leave at a combined rate of 0.03654 hours for each hour compensated, excluding overtime and on-call pay.
- Usage:** Sick leave can be used after the 90-day probationary period. There will be no discipline for legitimate use of sick leave, but abuse of sick leave can lead to discipline.

Vested Sick Leave

- Accrual Rate:** Vested sick leave will accrue at a rate of 0.025 hours for each hour compensated, excluding overtime and on-call pay.
- Usage:** Vested sick leave is payable at the regular rate of pay from the first day of a bona fide illness, injury, or disability due to pregnancy.
- Carry Over:** Employees can carry over up to 200 hours of vested sick leave into the next calendar year. Any excess over 200 hours will be compensated at 50% of the value.

Additional Sick Leave (formerly Catastrophic Sick Leave)

- Accrual Rate:** Additional sick leave will accrue at a rate of 0.01731 hours for each hour compensated, up to a maximum of 280 hours.
- Usage:** Payable only after all vested sick leave has been used. It can be used for illnesses or injuries that completely disable an employee for 14 consecutive days.

Sick Leave Usage

- Reasons for Use:** Sick leave can be used for an employee's or their family member's illness, injury, medical diagnosis, care, treatment, preventive care, and other specified reasons.
- Notice:** Employees must provide notice of the need to use sick leave according to employer policy. For foreseeable needs, notice should be given at least 10 days in advance. For unforeseeable needs, notice should be given as soon as possible, generally at least 2 hours before a shift.

Payment and Termination

- Payment:** Employees who retire or terminate in good standing will receive payment for all accrued, unused, vested sick leave.
- Options for Excess Sick Leave:** Employees can choose to convert excess sick leave (over 80 hours) into additional vacation days, receive payment, or continue accumulating it.

Family Member Definition

- Family Member:** Defined broadly to include spouse, registered domestic partner, child, grandchild, parent, grandparent, and sibling, including those of the employee's spouse or registered domestic partner.

These changes aim to provide more flexibility and clarity in the use of sick leave, ensuring employees have adequate support during illness or injury while maintaining a fair system for all parties involved.

Would you like any more details or assistance with another part of the agreement?

The After: Drafting Communications

Press Release

FOR IMMEDIATE RELEASE

[Union Name] Reaches New Collective Bargaining Agreement with [Employer Name]

[City, State] – [Date] – After nine months of intense and challenging negotiations, [Union Name] is pleased to announce that we have reached a new collective bargaining agreement with [Employer Name]. This agreement comes after nearly two dozen negotiation sessions and a mediation process that ultimately led to a resolution.

The new agreement includes significant improvements in sick leave provisions, wages, and working conditions, reflecting the hard work and dedication of our negotiating team and the unwavering support of our members.

Key Highlights of the Agreement:

- Enhanced sick leave accrual and usage policies
- Improved wage structure and benefits
- Strengthened job security and working conditions

Statement from [Union President/Representative]:

"This was one of the most challenging negotiation processes we have ever experienced. The prolonged duration and the need for mediation were sources of significant frustration for our members. We felt that the employer unnecessarily dragged out the process, which led to a strike vote. However, we are proud to have reached an agreement without resorting to a strike, thanks to the solidarity and resilience of our members.

While the journey was difficult, we believe this agreement represents a positive step forward. We are committed to moving past the frustrations of the negotiation process and focusing on building a more collaborative and productive relationship with [Employer Name]. Our priority remains the well-being and rights of our members, and we will continue to advocate for their interests with the same determination and vigor."

Looking Ahead:

As we move forward, we are optimistic about the future and the opportunities this new agreement brings. We are dedicated to fostering a positive and cooperative environment that benefits both our members and [Employer Name]. Together, we can achieve great things and ensure a better workplace for all.

For more information, please contact: [Union Contact Information]

The After: Analyze Outcomes

I reanalyzed the data from the updated Excel file comparing 2023 sick leave usage in the first tab with 2024 sick leave usage in the second tab. Here is the updated summary analysis:

Summary Analysis of Sick Leave Usage:

- Total Sick Leave in 2023:** 3792.0 hours
- Total Sick Leave in 2024:** 2900.0 hours
- Difference in Sick Leave:** 892.0 hours
- Percentage Reduction in Sick Leave:** 23.52%

The goal of reducing sick leave usage was met.

This analysis shows a significant reduction in sick leave usage from 2023 to 2024, achieving a 23.52% reduction. This suggests that the new system of leave was effective in encouraging employees to use less sick leave.

If you need any further analysis or additional information, feel free to ask!

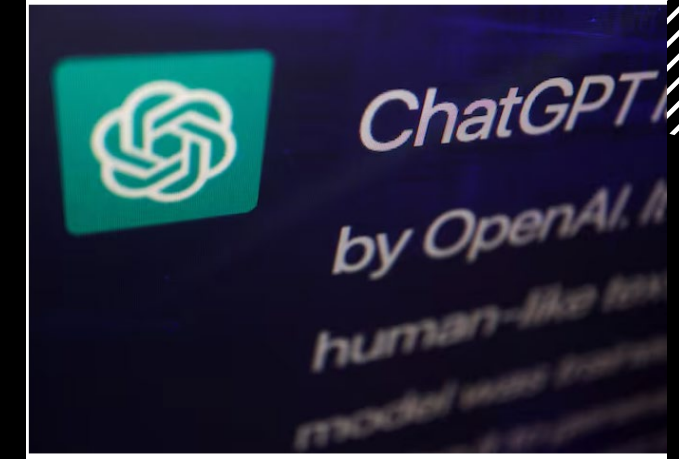
Ethical Challenges Associated with AI

- Lack of Human Judgment
- Power Imbalances
 - Technology = \$\$\$
 - Big companies/law firms accessing resources unavailable to most people
- Data Bias & Algorithmic Fairness

New York lawyers sanctioned for using fake ChatGPT cases in legal brief

By Sara Merken

June 26, 2023 1:28 AM PDT · Updated 2 years ago



ht - Amazon scraps secret AI recruiting tool that showed bias against women

stin

18 5:50 PM PDT · Updated 6 years ago

SCO (Reuters) - Amazon.com Inc's machine-learning specialists uncovered a recruiting engine did not like women.

d been building computer programs since 2014 to review job applicants' ng the search for top talent, five people familiar with the effort told Reut

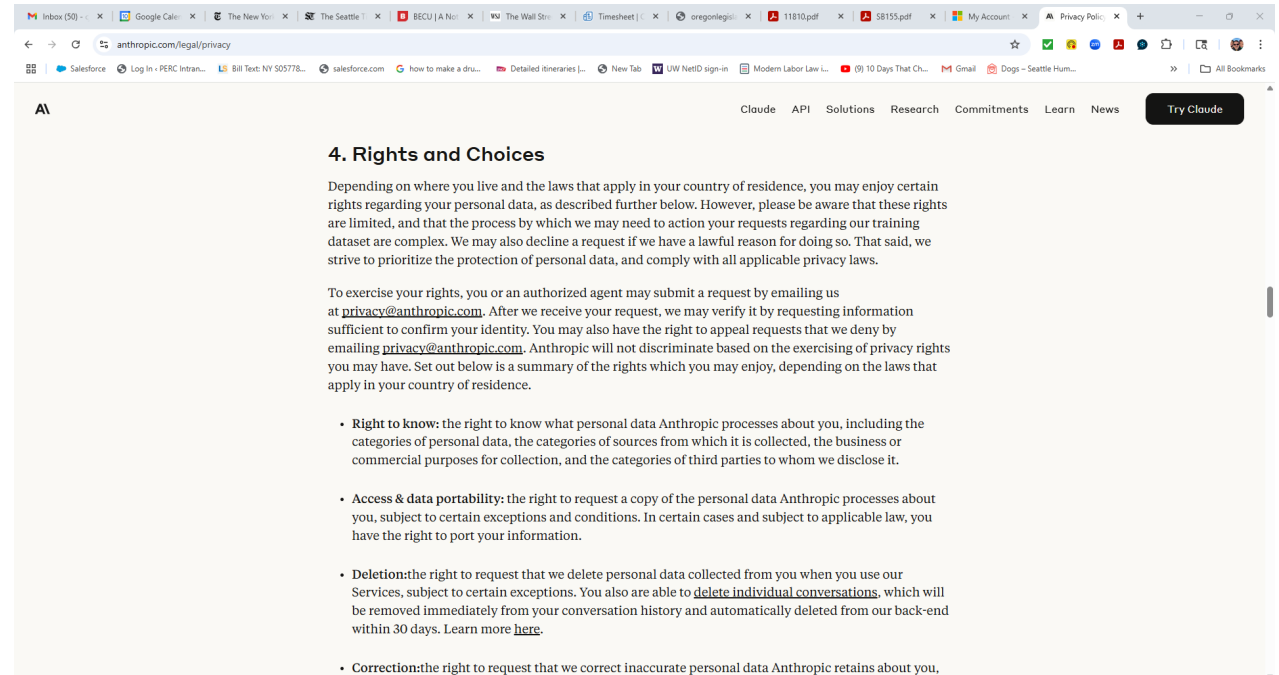
has been key to Amazon's e-commerce dominance, be it inside warehouse e company's experimental hiring tool used artificial intelligence to give j one to five stars - much like shoppers rate products on Amazon, some o

AI & Confidentiality

- Confidentiality
 - Open vs. Closed Systems
 - Free vs. Paid Services
 - Terms of Service & Privacy Policies
 - Chat retention policy
 - Data input/output retention

RPC 1.6 CONFIDENTIALITY OF INFORMATION

(a) A lawyer shall not reveal information relating to the representation of a client unless the client gives informed consent, the disclosure is impliedly authorized in order to carry out the representation or the disclosure is permitted by paragraph (b).



The screenshot shows the Anthropic website's '4. Rights and Choices' section. The page has a dark header with navigation links: 'Claude', 'API', 'Solutions', 'Research', 'Commitments', 'Learn', 'News', and a 'Try Claude' button. The main content area is white with a dark sidebar on the right. The section title '4. Rights and Choices' is in bold. The text explains that users have certain rights regarding their personal data, depending on their country of residence. It mentions that Anthropic will not discriminate based on the exercising of privacy rights. Below the text, there are three bullet points detailing specific rights: 'Right to know', 'Access & data portability', and 'Deletion'. Each bullet point describes the right and provides a link to learn more. The 'Right to know' bullet point mentions that users can request information about their personal data, including categories of data, sources, and purposes. The 'Access & data portability' bullet point mentions that users can request a copy of their personal data. The 'Deletion' bullet point mentions that users can request that their personal data be deleted, and that Anthropic will delete individual conversations within 30 days. The 'Correction' bullet point mentions that users can request that their personal data be corrected.

4. Rights and Choices

Depending on where you live and the laws that apply in your country of residence, you may enjoy certain rights regarding your personal data, as described further below. However, please be aware that these rights are limited, and that the process by which we may need to action your requests regarding our training dataset are complex. We may also decline a request if we have a lawful reason for doing so. That said, we strive to prioritize the protection of personal data, and comply with all applicable privacy laws.

To exercise your rights, you or an authorized agent may submit a request by emailing us at privacy@anthropic.com. After we receive your request, we may verify it by requesting information sufficient to confirm your identity. You may also have the right to appeal requests that we deny by emailing privacy@anthropic.com. Anthropic will not discriminate based on the exercising of privacy rights you may have. Set out below is a summary of the rights which you may enjoy, depending on the laws that apply in your country of residence.

- **Right to know:** the right to know what personal data Anthropic processes about you, including the categories of personal data, the categories of sources from which it is collected, the business or commercial purposes for collection, and the categories of third parties to whom we disclose it.
- **Access & data portability:** the right to request a copy of the personal data Anthropic processes about you, subject to certain exceptions and conditions. In certain cases and subject to applicable law, you have the right to port your information.
- **Deletion:** the right to request that we delete personal data collected from you when you use our Services, subject to certain exceptions. You also are able to **delete individual conversations**, which will be removed immediately from your conversation history and automatically deleted from our back-end within 30 days. Learn more [here](#).
- **Correction:** the right to request that we correct inaccurate personal data Anthropic retains about you,



The screenshot shows the LexisNexis AI website's 'Work Confidently with World-Class Security and Privacy' section. The page has a dark header with navigation links: 'GET YOUR FREE TRIAL', 'Product Introduction', 'Features', 'Privacy & Security', and 'Trending Resources'. The main content area is white with a dark sidebar on the right. The section title 'Work Confidently with World-Class Security and Privacy' is in bold. Below the title, there is a sub-header 'Safeguard your data and knowledge with our private AI multi-model approach, backed with state-of-the-art LexisNexis security and privacy technology.' Below the sub-header, there are three columns, each with a title and a description. The first column is titled 'Privacy by Design' and describes how LexisNexis solutions are developed with privacy standards. The second column is titled 'Private, Multi-Model LLM Approach' and describes how LexisNexis generative AI applies a private model that does share user interactions with third parties to improve their products. The third column is titled 'Secure Cloud Infrastructure' and describes how LexisNexis systems use commercial-grade cloud infrastructure from Microsoft Azure and Amazon Web Services to ensure secure deployment.

Work Confidently with World-Class Security and Privacy

Safeguard your data and knowledge with our private AI multi-model approach, backed with state-of-the-art LexisNexis security and privacy technology.

Privacy by Design

LexisNexis solutions are developed with privacy standards that ensure user activity and interactions data are kept private to the individual.

Private, Multi-Model LLM Approach

LexisNexis generative AI applies a private model that does share user interactions with third parties to improve their products. Our multi-model approach also prioritizes using the best model for each use case.

Secure Cloud Infrastructure

LexisNexis systems use commercial-grade cloud infrastructure from Microsoft Azure and Amazon Web Services to ensure secure deployment.