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(Original Signature of Member)

119TH CONGRESS  
2D SESSION

# H. R.

To require reports regarding artificial intelligence-related job impacts, and  
for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

Mr. HORSFORD introduced the following bill; which was referred to the  
Committee on \_\_\_\_\_

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# A BILL

To require reports regarding artificial intelligence-related job  
impacts, 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 “AI-Related Job Im-  
5 pacts Clarity Act”.

6 **SEC. 2. DISCLOSURES AND REPORTS REGARDING ARTIFI-**  
7 **CIAL INTELLIGENCE-RELATED JOB IMPACTS.**

8 (a) COVERED ENTITY DISCLOSURES.—

1           (1) IN GENERAL.—Not more than 30 days after  
2           the last day of each quarter, a covered entity shall,  
3           with respect to such quarter, disclose to the Sec-  
4           retary any artificial intelligence-related job impact  
5           experienced by the entity in the United States (in-  
6           cluding any territory or possession of the United  
7           States), including—

8                   (A) the number of individuals laid off by  
9                   the covered entity in the United States (includ-  
10                  ing any territory or possession of the United  
11                  States) during the quarter that are substan-  
12                  tially due to the replacement or automation by  
13                  artificial intelligence of the functions performed  
14                  by such individuals;

15                  (B) the number of individuals hired by the  
16                  covered entity in the United States (including  
17                  any territory or possession of the United  
18                  States) during the quarter that are substan-  
19                  tially due to the incorporation of artificial intel-  
20                  ligence;

21                  (C) the number of positions of the covered  
22                  entity in the United States (including any terri-  
23                  tory or possession of the United States) that  
24                  were occupied at any point during the prior  
25                  quarter for which the covered entity has decided

1 not to fill based on a reason that is substan-  
2 tially due to the replacement or automation by  
3 artificial intelligence of the functions of such  
4 positions;

5 (D) the number of individuals in the  
6 United States (including any territory or pos-  
7 session of the United States) whom the covered  
8 entity is retraining, or assisting in retraining,  
9 based on a reason that is substantially due to  
10 artificial intelligence; and

11 (E) any other information related to artifi-  
12 cial intelligence-related job impacts, as deter-  
13 mined appropriate by the Secretary.

14 (2) NAICS CODES.—With respect to each arti-  
15 ficial intelligence-related job impact disclosure under  
16 paragraph (1), the covered entity shall provide in  
17 such disclosure the corresponding North American  
18 Industry Classification System codes.

19 (3) SURVEYS.—

20 (A) IN GENERAL.—As determined appro-  
21 priate by the Secretary, the Secretary may—

22 (i)(I) revise an existing survey con-  
23 ducted by the Secretary as of the date of  
24 enactment of this Act to incorporate the

1 disclosures required under this subsection  
2 into such a survey; or

3 (II) collaborate with the Bureau of  
4 the Census to revise an existing survey  
5 conducted by the Bureau of the Census as  
6 of the date of enactment of this Act, or an  
7 existing survey conducted as of such date  
8 of enactment by the Secretary in partner-  
9 ship with the Bureau of the Census, to in-  
10 corporate the disclosures required under  
11 this subsection into such a survey; and

12 (ii) allow covered entities to comply  
13 with the requirements of this subsection by  
14 making such disclosures through such sur-  
15 vey.

16 (B) BUREAU OF THE CENSUS SURVEYS.—

17 In the case the disclosures required under this  
18 subsection are incorporated pursuant to sub-  
19 paragraph (A) into a survey conducted by the  
20 Bureau of the Census that is not a survey con-  
21 ducted in partnership with the Secretary, the  
22 Bureau of the Census shall, for each quarter,  
23 share the data from such disclosures with the  
24 Secretary in order for the Secretary to prepare  
25 the reports required under subsection (b).

1 (b) DEPARTMENT OF LABOR REPORTS.—The Sec-  
2 retary, in consultation with the Director of the Office of  
3 Management and Budget and the Director of the Office  
4 of Personnel Management, shall—

5 (1) for each quarter, prepare a report—

6 (A) summarizing the data from disclosures  
7 submitted under subsection (a) during the  
8 quarter; and

9 (B) for the quarter ending on December  
10 31, summarizing such data for the calendar  
11 year;

12 (2) for every other quarter, prepare a report  
13 analyzing the net impact of the data contained in  
14 the report under paragraph (1) for such quarter and  
15 for the preceding quarter, and any other relevant  
16 data available to the Secretary with respect to artifi-  
17 cial intelligence-related job impacts; and

18 (3) not more than 60 days after the last day of  
19 each quarter—

20 (A) publish each report prepared for the  
21 quarter under paragraph (1) and, as applicable,  
22 paragraph (2), and the data underlying such re-  
23 ports on the website of the Bureau of Labor  
24 Statistics; and

25 (B) submit each such report to Congress.

1 (c) APPLICATION TO NON-PUBLICLY-TRADED COM-  
2 PANIES.—

3 (1) IN GENERAL.—Not later than 180 days  
4 after the date of enactment of this Act, the Sec-  
5 retary, in consultation with the Securities and Ex-  
6 change Commission and the Secretary of the Treas-  
7 ury, shall issue regulations to determine the extent  
8 to which non-publicly-traded companies shall be in-  
9 cluded as subject to the reporting requirements  
10 under subsection (a).

11 (2) SCOPE OF RULEMAKING.—The regulations  
12 issued under this subsection shall—

13 (A) identify for such inclusion categories of  
14 non-publicly-traded companies that have a sig-  
15 nificant workforce, estimated enterprise value,  
16 or employment impact on a regional or national  
17 basis;

18 (B) consider for such inclusion thresholds  
19 with respect to non-publicly-traded companies,  
20 such as—

21 (i) the number of employees employed  
22 by such companies;

23 (ii) the annual revenue of such compa-  
24 nies; or

1 (iii) the industry classification under  
2 the North American Industry Classification  
3 System for such companies;

4 (C) ensure that any reporting requirements  
5 under subsection (a) applicable to a non-pub-  
6 licly-traded company are proportionate to the  
7 size and capacity of such company; and

8 (D) establish procedures for the confiden-  
9 tial submission and publication of data of non-  
10 publicly-traded companies in order to protect  
11 the proprietary or personally identifiable infor-  
12 mation of such companies.

13 (3) PUBLIC COMMENT.—In issuing the regula-  
14 tions under this subsection, the Secretary shall pro-  
15 vide for notice and comment in accordance with sec-  
16 tion 553 of title 5, United States Code.

17 (d) DEFINITIONS.—In this section:

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

22 (2) COVERED ENTITY.—The term “covered en-  
23 tity” means—

24 (A) an entity that is—

25 (i) a publicly-traded company; or

1 (ii) an agency, as defined in section  
2 551 of title 5, United States Code; and

3 (B) an entity that—

4 (i) is a non-publicly-traded company;

5 and

6 (ii) is identified by the Secretary  
7 through regulations issued under sub-  
8 section (c) for inclusion as subject to the  
9 requirements under subsection (a).

10 (3) NON-PUBLICLY-TRADED COMPANY.—

11 (A) IN GENERAL.—The term “non-pub-  
12 licly-traded company” means a business entity  
13 engaged in interstate commerce that—

14 (i) is not an issuer, the securities of  
15 which are listed on a national securities ex-  
16 change; and

17 (ii) is not otherwise required to file re-  
18 ports with the Securities and Exchange  
19 Commission under section 13 or 15(d) of  
20 the Securities Exchange Act of 1934 (15  
21 U.S.C. 78m; 78o(d)).

22 (B) SECURITIES DEFINITIONS.—In this  
23 paragraph—

24 (i) the terms “exchange”, “issuer”,  
25 and “security” have the meanings given

1           those terms in section 3(a) of the Securi-  
2           ties Exchange Act of 1934 (15 U.S.C.  
3           78c(a)); and

4                   (ii) the term “national securities ex-  
5           change” means an exchange registered  
6           pursuant to section 6 of the Securities Ex-  
7           change Act of 1934 (15 U.S.C. 78f).

8           (4) PUBLICLY-TRADED COMPANY.—The term  
9           “publicly-traded company” has the meaning given  
10          the term in section 5003(a) of the American Rescue  
11          Plan Act of 2021 (15 U.S.C. 9009c(a)).

12          (5) QUARTER.—The term “quarter” has the  
13          meaning given the term “calendar quarter” in sec-  
14          tion 5061(d)(4)(C) of the Internal Revenue Code of  
15          1986.

16          (6) SECRETARY.—The term “Secretary” means  
17          the Secretary of Labor, acting through the Commis-  
18          sioner of Labor Statistics.