



# A JOBS GUARANTEE FOR THE AI ERA

May 2026

The freedom to earn a living, raise a family, and age with dignity is a basic tenet of our social contract. But the rise of AI threatens to fundamentally transform our economy. In the coming years, a handful of CEOs and investors could command more wealth than the output of some countries, while working people are left behind and prices continue to skyrocket. **Unless we act now, California will become unaffordable for all but a new class of Big Tech oligarchs.**

I recognize that working people are the foundation of California's economy. I refuse to allow Silicon Valley centibillionaires – and trillionaires – to dictate the future, while workers and their families are priced out of the state and jobs are lost.

A job means so much more than just a paycheck. Work can give our lives purpose, root us in community, and connect us to a shared endeavor. That's why I believe every Californian should have the right to a meaningful job that provides good wages and benefits.

**As Governor, I will strengthen social safety nets and guarantee that every Californian impacted by AI can still get a good-paying job with benefits.**

We can't let the AI era leave workers behind the way globalization left auto and manufacturing workers behind in the last century.

These aren't abstract, far-off concerns. Leading AI experts warn that AI advances could lead to job losses in the very near future. Some of America's largest companies, including HP, IBM, and Bank of America, have already announced AI-related layoffs. A recent MIT study **found** that current AI models could already replace 12 percent of the US workforce. Other experts **caution** that AI will forever alter career opportunities, especially for young people entering the labor market.



At the same time, wealth inequality has skyrocketed. In the past two years alone, America's 19 richest families have **gained** \$1.8 trillion in wealth – a sum equivalent to the entire economy of Illinois or Florida. In the coming months, Elon Musk could become the first trillionaire. By historical comparison, the wealth generated by the AI boom could soon make the fortunes of the Vanderbilts or Rockefellers look quaint. That's why we must act now to put people ahead of AI profits.

I have a comprehensive AI **plan** to protect workers and their families. But the California dream doesn't work without work. **In my leadership, California will become the first major economy in the world to guarantee a good-paying job with benefits to workers impacted by AI.**

As the 4th-largest economy in the world and the birthplace of AI, California must lead the way.

**Here's how I'll do it –**



## Making Big Tech Pay

As Governor, I will ask voters to approve a “token tax” on corporate AI use – a fraction of a cent for every unit of data processed by Big Tech. The revenue will support the creation of the Golden State Sovereign Wealth Fund, which will provide, among other things, investments in modern infrastructure, clean energy, and housing, as well as support for health care, education, and social services that AI will never replace.

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## Strengthening Social Safety Nets

We must strengthen our social safety nets to ensure workers are protected from the potential impacts of AI. As Governor, I will expand unemployment insurance to ensure working people and families don’t have to live in fear of losing their job to AI.

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## Creating the AI Worker Protection Administration

In the AI era, state leaders must be laser focused on protecting workers from job displacement. As Governor, I will create the AI Worker Protection Administration (AIWPA). The agency will address the impact of AI on workers, administer investments that support good-paying jobs with benefits, and ensure worker protections and human oversight. The AIWPA will also convene union and civil society leaders, academics and technologists to adopt rules that protect workers’ rights, reward human creativity, and ensure AI benefits every Californian, not just Big Tech.



## Launching the California Jobs Initiative

Under my leadership, the state will ensure every Californian impacted by AI can still get a good-paying job and benefits. As Governor, I will earmark funds from the token tax to support the modernization of the electrical grid, clean energy adoption, the construction and retrofitting of housing, wildfire reduction and vegetation management, and new parks and expanded public services, among other projects. The aim of the initiative will be to strengthen the foundation of the state's economy, invest in our communities, and create beautiful, vibrant public spaces. I will also support investment in jobs that AI can't replace, such as health care, social services, and education. To support these efforts, I will also invest heavily in training and apprenticeship programs across the state.

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## Developing an Industrial Policy that Puts Workers First

Advanced AI and clean energy present a unique opportunity to create jobs in critical sectors, including semiconductors, EV batteries, pharmaceuticals, and so much more. As Governor, I will recruit leading experts and direct the Office of Business and Economic Development to develop strategies to advance sectors that support good-paying jobs for California workers.

As with past chapters of technological change, the government must take an active role to protect workers. Big Tech CEOs and investors are beholden only to their shareholders – not the millions of workers who could be impacted by AI. As Governor, I will make sure all Californians benefit from AI and that no worker is left behind.

My full AI plan is available [here](#).

