



# Cordova for President

## *Moving Forward Together*

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### The United States Constitution

Article II, Section 1 of the U.S. Constitution imposes only three eligibility requirements on persons serving as president, based on the officeholder's age, time of residency in the U.S., and citizenship status:

### U.S. Constitution – Presidential Candidate Eligibility

"No person except a natural born Citizen, or a Citizen of the United States, at the time of the Adoption of this Constitution, shall be eligible to the Office of President; neither shall any person be eligible to that Office who shall not have attained to the Age of thirty-five Years, and been fourteen Years a Resident within the United States."

## POLICY POSITION BRIEF

# Protecting American Workers from AI-Driven Displacement, Financial Extraction, and Foreign Government Control of American AI Infrastructure

Operational Framework, Implementation Standards, and Regulatory Guidance

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## EXECUTIVE SUMMARY

Artificial intelligence is not the problem. The problem is who controls it, for what purpose, and at whose expense.

This brief presents the policy framework underlying the Cordova administration's Executive Order and the companion American Worker Protection and Human-AI Collaboration Act. The framework addresses three converging threats to American workers, American sovereignty, and American democratic governance:

1. **The displacement threat:** Private equity firms and institutional investors are deploying AI systems not to enhance human capability but to eliminate the cost of human labor — quietly, systematically, and at scale.
2. **The extraction threat:** The financial structures that control these AI deployments — PE firms, hedge funds, institutional investors — are architecturally incapable of protecting workers because their legal obligations, incentive structures, and performance benchmarks are built entirely around extraction.
3. **The foreign control threat:** Foreign governments — including allied governments whose administrations may change — are acquiring operational control over AI systems deployed in American critical infrastructure. A control point granted in friendship becomes a weapon in different hands. Governments change. The control point remains.



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The policy response is comprehensive, legally grounded, and built to last across administrations. It establishes AI as a tool of human advancement, never a replacement for human labor. It treats mass automated unemployment as a national security emergency. And it builds a generational framework ensuring that no foreign government — ally, adversary, or neutral — can use AI deployment in the United States as an instrument of control against the American people. All protections extend with full force to every U.S. territory and possession — Puerto Rico, Guam, the U.S. Virgin Islands, the Northern Mariana Islands, and American Samoa — on identical terms as the fifty states. No territorial exemption exists.

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## THE HUMAN COST: WHY THIS IS URGENT

The numbers are not projections. They are present reality.

- **771,000+** Americans are experiencing homelessness
- **34–39 million** Americans live in poverty
- Prescription drug use for anxiety, depression, and stress-related illness is at historic levels
- Opioid and illegal drug dependency remain epidemic
- Life expectancy in working-class communities has declined

These conditions are not coincidences. They are the downstream consequences of four decades of a financial model that treats human workers as costs to be minimized. AI-driven displacement is the acceleration of that model — not a new phenomenon, but the same extraction logic running faster, at greater scale, with less accountability.

The healthcare system provides the clearest case study. Insurance companies have deployed AI-driven claim denial systems that override physician judgment, refuse medically necessary care, and increase profitability at the direct expense of patient life. People have died because a machine said no and no human being with authority was required to answer for it. That is not a technology failure. It is a governance failure — and it is the template for what is coming for the American workforce if this policy is not enacted.

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## THREAT ONE: AI-DRIVEN WORKFORCE DISPLACEMENT



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## What Is Happening

Corporations across every sector of the American economy — logistics, healthcare, financial services, customer service, manufacturing, retail — are deploying AI systems whose primary purpose is the elimination of human employment categories. The common pattern:

1. A company deploys an AI or automation system in a department
2. Headcount in that department declines over 12–24 months — slowly enough that each individual action seems routine
3. The company reports "efficiency gains" and "productivity improvements" in earnings calls
4. Workers who were displaced have no recourse, no notice, and no systemic protection

This is not innovation. It is substitution — the replacement of human beings with machines for the purpose of financial optimization, directed by investors whose only accountability runs to return targets, not to the communities where those workers live.

## The Scale of the Risk

The McKinsey Global Institute has estimated that up to 30% of work activities in 60% of occupations could be automated with currently available technology. Goldman Sachs has projected that generative AI alone could displace the equivalent of 300 million full-time jobs globally. These are not science fiction projections. They are near-term economic realities — and without policy intervention, they will arrive without warning, without compensation, and without accountability.

## The Policy Response

The Human-AI Collaboration Mandate establishes a permanent rule: AI may augment workers, it may never replace them. The pre-deployment headcount in every affected employment category becomes the permanent minimum floor. Employers who deploy AI and reduce their workforce face civil penalties of up to \$500,000 per affected worker, mandatory reinstatement, and disqualification from federal contracts.

Workers who are displaced — under any circumstances, including the narrow hardship exemption — receive 120 days' notice, 12 months of fully funded retraining, 24 months of continued health insurance, and a transition stipend equal to 100% of prior annual compensation for the first year. These protections apply to every worker within the United States as defined by



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this policy — including all workers in U.S. territories and possessions, regardless of citizenship or nationality status.

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## THREAT TWO: PRIVATE EQUITY AND INSTITUTIONAL INVESTOR EXTRACTION

### The Structural Problem

Private equity firms and institutional investors are not incidentally misaligned with worker protection. They are architecturally disqualified from it. Their legal fiduciary obligations, their management fee structures, their carried interest compensation, their fund performance benchmarks, and their investor reporting requirements all point in one direction: maximum financial return. There is no mechanism within that structure by which human welfare becomes a governing priority — because the structure was not designed to permit it.

This is not a judgment about individuals. It is an assessment of institutions. And it means that no voluntary commitment, no ESG pledge, and no boardroom statement of values can be trusted where the structure above it will reverse that commitment the moment it conflicts with a return target.

The investment agreement is the instrument of extraction. Earn-out provisions, management incentive plans, and operational covenants in PE-controlled companies routinely condition management compensation on headcount reduction targets — meaning that the managers of these companies are financially rewarded for eliminating workers. These clauses are currently legal. This policy makes them void.

### The Policy Response

Portfolio companies owned by private equity or institutional investors face a complete prohibition on AI-driven workforce reduction. Investment agreement clauses conditioning compensation on headcount reduction through automation are void and unenforceable. PE firms are jointly and severally liable for violations committed by portfolio companies they direct or influence.

A narrow hardship exemption exists for genuinely insolvent companies — but only with HACO pre-approval, only with an independent auditor selected by the government (not the company),



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and only with a requirement to restore 100% of displaced workers when the company recovers. PE-owned companies invoking the exemption are presumed to have engineered the qualifying loss condition — reversing the burden of proof onto the investor.

Every PE firm and institutional investor must audit and submit to HACO, within 120 days of enactment, a complete accounting of every portfolio company's AI deployment status, workforce levels, and investment agreement terms.

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## THREAT THREE: FOREIGN GOVERNMENT CONTROL OF AMERICAN AI INFRASTRUCTURE

### The Control Point Problem

The threat from foreign government ownership of AI systems deployed in the United States is not primarily a current-status threat — it is a structural, time-extended threat.

A foreign government that holds operational control over AI systems managing American healthcare claims does not need a hostile act to deny care. It needs a software update. A foreign government that holds control over AI systems managing American financial services does not need a sanction to freeze credit. It needs an algorithm change. The control point, once established, gives the holder leverage that is independent of any formal diplomatic action.

The critical insight of this policy is that **the threat is not limited to current adversaries**. Governments change. Administrations are captured by financial interests. Leaders are replaced by leaders with different priorities. An allied government's ownership of a control point in American critical infrastructure today is a structural risk across every future administration of that government — including administrations that do not yet exist, led by leaders who have not yet emerged.

This is the generational principle: the control point is permanent. The relationship is not.

### The Three-Tier Response

**Tier One — Absolute prohibition.** No entity owned, controlled, or materially influenced by any foreign government — regardless of current diplomatic status, alliance membership, or treaty relationship — may deploy AI systems within the United States — including all territories and



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possessions — or hold operational control over American critical infrastructure AI anywhere within those jurisdictions. No allied-nation exception. No trusted-partner carve-out. Absolute. The strategic assets located in U.S. territories — Puerto Rico's pharmaceutical sector, Guam's military infrastructure, the Virgin Islands' financial systems — are specifically recognized as critical sectors where this prohibition carries equal or greater national security weight than its application to the fifty states.

**Tier Two — US AI Deployment License.** Foreign privately-owned companies that want to deploy AI in the United States must establish a genuinely independent American subsidiary, maintain a majority-American board with no conflicting obligations to the foreign parent, store all American user data exclusively on US soil, grant the US government full audit and 24-hour override authority, and renew their license every two years subject to full re-verification.

**Tier Three — Minority ownership disclosure.** Any AI system deployed by an entity with 5% or more foreign private ownership must register with HACO, submit to annual audits, and certify annually that no foreign owner has exercised operational influence.

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## THREAT FOUR: OFFSHORE CIRCUMVENTION AND FOREIGN INVESTOR EXPLOITATION

### The Gap in Current Coverage

A U.S. PE firm moves its AI workforce management operations to servers in Ireland. A London-based hedge fund directs AI-driven displacement of American workers from its headquarters abroad. An American corporation runs all its AI workforce systems through a foreign subsidiary and argues HACO has no jurisdiction. All three achieve the same outcome — American workers displaced by AI with no accountability — through legal geography rather than legal compliance.

### The Effects Test: Closing All Three Gaps Simultaneously

This policy applies the well-established extraterritorial principle of U.S. antitrust and securities law — the **effects test** — to AI-driven harm to American workers. If an AI system has a direct, substantial, and reasonably foreseeable effect on American workers, it is governed by this policy. Physical location is not the jurisdictional standard. Effect on American workers is.



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This single principle closes every offshore loophole simultaneously. The server location does not matter. The investor's country of domicile does not matter. The corporate structure of the operating entity does not matter. What matters is whether the system reaches into the lives of American workers. If it does, this policy reaches the system.

## THREAT FIVE: AI-DRIVEN FINANCIAL MARKET EXPLOITATION AND ALGORITHMIC EXTRACTION

### The Extraction Machine

AI in the hands of financial markets — unregulated and directed by entities whose only obligation is to maximize return — is not a productivity tool. It is the most efficient extraction machine ever built. The same financial actors who have spent four decades transferring wealth from workers and communities to capital holders now have access to systems that can execute that transfer faster, at greater scale, and with less human accountability than ever before.

The mechanisms are already operational: algorithmic rent pricing cartels driving housing costs beyond reach; AI-driven insurance denial systems refusing medically necessary care; high-frequency trading systems extracting value from pension funds at speeds no human regulator can monitor; AI behavioral profiling targeting financially vulnerable Americans for predatory products. These are not future risks. They are present realities.

### The Policy Response

**Algorithmic price coordination is a per se antitrust violation.** Two competing landlords using the same AI pricing platform to set rents are engaged in price-fixing. The algorithm is the conspiracy. No explicit agreement is required.

**AI-driven pension extraction is an ERISA breach.** AI systems that execute trading strategies whose primary effect is to enrich the managing institution at the expense of beneficiary returns violate the fiduciary duty of loyalty. American workers' retirement savings exist to fund their retirement — not to be optimized by AI for financial institution profit.

**Predatory AI financial profiling is prohibited.** Behavioral profiling of financially vulnerable Americans for the purpose of targeting them with usurious credit, predatory products, or fraudulent schemes is prohibited as an unfair method of competition and a violation of consumer protection law.



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**Every financial AI system over \$1 billion AUM must be registered.** Disclosure of functions, training data, foreign ownership of AI vendors, and the mechanism for genuine human fiduciary oversight — all required within 90 days.

**The sovereignty principle.** American financial markets exist because American law creates and sustains them. No financial actor has a right to those markets that supersedes the right of the American people to govern them. Financial actors that cannot accept that condition are not entitled to the benefits of American market participation.

## THE ECOLOGICAL AND ANIMAL PROTECTION FRAMEWORK

The extractive mandate does not stop at human workers. The same private equity firms and institutional investors that deploy AI to eliminate workers deploy AI to intensify animal confinement, accelerate resource extraction, and consume ecosystems for short-term return. This policy addresses all three expressions of the extractive mandate simultaneously.

### What is prohibited:

- AI optimization of factory farming that treats animals exclusively as production units without legally binding welfare constraints
- AI-driven resource extraction exceeding sustainable yield limits
- AI supply chain optimization that externalizes ecological costs onto natural systems and future generations
- AI agricultural systems that deplete soil, water, and pollinator populations faster than those systems can regenerate
- AI circumvention of environmental law — NEPA, the Endangered Species Act, the Clean Water Act, the Clean Air Act

**The interconnection principle:** The protection of workers, animals, and ecosystems are not separate policy concerns. They are expressions of one principle: **life is not a resource to be extracted for financial return.** The extractive mandate threatens everything it touches. This policy names everything it touches.

**Enforcement:** Civil penalties up to \$1,000,000 per violation per day. Mandatory ecosystem restoration at the violating entity's full expense. Criminal referral for willful violations. Disqualification from federal natural resource leases and agricultural subsidies for five years. Permanent public registry listing.



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## THE ANTI-CIRCUMVENTION FRAMEWORK

Every major regulatory framework in American history has been met with the same organized response: an army of lawyers constructing arguments that technically comply while achieving the prohibited outcome. This policy addresses that threat explicitly and directly.

**The substance-over-form standard** is absolute: the question is not what an entity calls what it is doing, but what it is actually doing, measured by observable outcomes. If the workforce shrank after an AI deployment, and the entity cannot demonstrate every displaced worker was retained in a comparable role, the deployment is presumed a violation — regardless of what the entity calls it.

**The Euphemism Watch List** — maintained and updated publicly by HACO — identifies terms commonly used to disguise prohibited conduct. "Workforce optimization." "Intelligent augmentation." "Role transformation." "Efficiency realization." Any compliance filing using a listed term triggers mandatory independent audit within 30 days.

**Definitional arbitrage is prohibited.** Law firms, think tanks, and consultants may not be paid to construct legal arguments whose primary purpose is to narrow the meaning of any term in this policy in a way that would permit conduct the policy is designed to prohibit.

**Legal opinion letters do not shield violations.** An opinion that enables a violation is not a defense. It is evidence of planning.

**The plain meaning standard** requires that any ambiguity be resolved in favor of the affected workers — not the regulated entity. Courts are directed explicitly not to apply narrow-construction canons in favor of regulated entities in proceedings arising from this policy.

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## GOVERNMENT WORKER PROTECTION

No federal, state, territorial, or local government employee may be replaced by an AI system. This protection covers workers in the governments of Puerto Rico, Guam, the U.S. Virgin Islands, the Northern Mariana Islands, and American Samoa on identical terms as workers in state and local governments across the fifty states. Government is accountable — to voters, to the courts, to the Constitution — in ways that machines cannot be. A machine cannot be voted out. A machine cannot testify before Congress. A machine cannot take an oath. The replacement of



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human government workers with AI systems is not an efficiency question. It is a democratic accountability question.

Federal contractors may not use AI to perform functions previously performed by civilian government employees — closing the outsourcing back door. No government agency may use AI to shape, manipulate, or condition the beliefs or political views of the American public — closing the propaganda door.

## CONSTITUTIONAL FOUNDATION

This policy is built on multiple, overlapping legal authorities:

Authority	Application
National Emergencies Act (50 U.S.C. § 1601)	Declares mass automated unemployment a national emergency
IEEPA (50 U.S.C. § 1701)	Regulates foreign government control of AI in U.S. commerce
Defense Production Act (50 U.S.C. § 4501)	Directs human labor allocation in critical sectors
FIRRMA (50 U.S.C. § 4565)	Blocks foreign acquisition of AI control points
Commerce Clause (Article I, § 8)	Regulates AI deployment in interstate commerce
Sherman/Clayton Acts (15 U.S.C. § 1, 12)	Antitrust action against coordinated displacement strategies
FTC Act § 5 (15 U.S.C. § 45)	Unfair competition enforcement against PE automation mandates
NLRA § 7 (29 U.S.C. § 157)	Protects collective refusal of harmful AI deployment
ERISA (29 U.S.C. § 1001)	Fiduciary duty enforcement against extraction-focused investors
Article II (Constitution)	Presidential authority to act on national security threats

The companion bill — the American Worker Protection and Human-AI Collaboration Act — converts executive authority into durable statutory law, addressing the core constitutional vulnerability of executive-only action: reversal by a future administration.



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The policy also calls for a Constitutional Amendment establishing the right to human labor, human governance, and freedom from AI-driven manipulation in the workplace as permanent constitutional protections. The Attorney General is directed to draft proposed amendment language within 180 days.

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## ANTICIPATED OBJECTIONS AND RESPONSES

**"This will slow AI innovation and make American companies less competitive."** The policy prohibits replacement — not innovation. AI deployed alongside workers, increasing their capability and compensation, is fully permitted and encouraged. The companies that will be disadvantaged are those whose business model depends on replacing workers rather than empowering them. That disadvantage is the policy's intent. Innovation that requires human displacement to be profitable is not innovation the United States should be subsidizing through regulatory permission.

**"The foreign government ban will damage relationships with allies."** The policy applies a consistent standard: the United States does not hold operational control over AI systems deployed in allied nations' critical infrastructure, and no allied government may hold operational control over AI systems deployed in American critical infrastructure. Sovereignty is the principle. It applies in every direction. Allies that object are invited to consider whether they would welcome American government-controlled AI in their own healthcare and financial systems.

**"The private equity restrictions are too broad."** The restrictions are precisely calibrated to the structural problem: entities whose legal obligations and incentive structures are built around extraction cannot be trusted with voluntary compliance. The hardship exemption exists for genuine crisis situations — with rigorous verification requirements that distinguish genuine distress from engineered loss conditions. What the policy does not provide is a good-faith exception to structural violation. Workers displaced by a structurally motivated decision are no less displaced because the investor believed the decision was legally defensible.

**"Executive orders can be reversed."** That is precisely why this policy includes a companion bill for congressional enactment and a call for a constitutional amendment. The executive order takes effect immediately. The legislative process runs in parallel. The constitutional amendment process runs behind that. Each layer is more durable than the last. The policy is designed to become progressively harder to reverse.



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## IMPLEMENTATION TIMELINE

Milestone	Timeline
<b>EO signed — foreign bans, anti-circumvention, emergency powers take effect in all 50 states and all territories</b>	Day 1
<b>Healthcare algorithmic denial prohibition</b>	Day 180
<b>HACO fully operational, Human-AI Collaboration Plans required for new deployments in all jurisdictions including territories</b>	Day 365
<b>Full compliance required for all existing AI deployments</b>	Day 730
<b>Portfolio company audits due</b>	Day 120
<b>Attorney General constitutional amendment draft due to Congress</b>	Day 180
<b>Territory-specific HACO implementation guidance published</b>	Day 180
<b>State grant preference criteria revised</b>	Day 180

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## CONCLUSION

This policy rests on a simple, non-negotiable principle: **AI works for people. People are not replaced by AI.**

That principle is not technologically radical. It is not economically utopian. It is a choice — the same kind of choice that produced the eight-hour workday, the minimum wage, workplace safety law, and Social Security. Each of those was called economically catastrophic by the interests it constrained. Each of them became foundational to the economic and social stability of the United States.

The choice not to make this policy is also a choice — a choice to allow financial actors with no accountability to American workers or communities to use AI as an instrument of displacement, extraction, and control. That choice is being made right now, every day, in boardrooms and investment committee meetings that workers never hear about and courts have not yet been asked to review.

This administration is asking them to review it. And enacting the legal framework to ensure they have the authority to act when they do.

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*Read the full Executive Order, the American Worker Protection and Human-AI Collaboration Act, and supporting documents at [cordova2028.com](http://cordova2028.com).*

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