

## A Champion of Justice

Natural agent discrimination. Is there anything quite so horrible? The thought of it is enough to strike fear into our hearts—but more so into the hearts of those who bear old scars like John Doe. You see, John Doe had been a victim of job loss. It had happened on a wintry January in 2025, on a day marking his thirtieth year at the library. John was diligent, reliable, and friendly, known to ride his bike to work in all weather and loved by all who met him: a real ornament to society. You can only imagine, then, the resulting distress when the news came out that John had been dismissed and replaced by Libby—a virtual library assistant using voice recognition to perform tasks. Nothing—no, nothing—could have been further removed from the John everyone knew and loved. How could one account for such injustice? The truth may stun the less worldly-wise: John had been made a target of deliberate discrimination, along with millions of other working Americans. I tell you this now, dear friend, because I hear you have been casting about for a career. A person like you, a cut above the rest, is not destined for any ordinary profession. Why not practice natural employment law? As a natural employment lawyer, you will be a champion of justice, fighting for the rights of natural agents in the workplace. What could be a nobler pursuit?

Before I pursue this point any further, allow me to give you a brief history lesson. (Not that you need it, only it does us such good to be reminded.) In the past several years, technology has changed the world in radical and unimagined ways, making ambitious forays into unexplored territory. Much was gained—but much was also lost. In what is now known as the Mass Displacement of 2025 (an event you and I remember only too well), the stuff of science fiction became nationwide reality: millions lost their jobs to the mass integration of artificial

intelligence and automation. I can still remember Bob, a clerk and one of the victims of job loss, voicing the common sentiment: “I’ve always felt like a machine working at that job. I do the same thing over and over again, all day. Wasn’t fun. But now that a *real* machine has gone and deprived me of my livelihood, you bet I’m mad. Fighting mad. Truth is, I’d much rather have a job and think about how much I hate it then be without a job and think about how much I’d like one.” For the displaced like Bob and for others on the brink of job redundancy, technological unemployment was a devastating reality. Time and resource constraints made the possibility of retraining and relocating the displaced population slim. In addition, data indicated that job loss would outpace job creation, portending drastically limited opportunities for the jobless. The future looked bleak for working America.

But that, my dear friend, is exactly what I said it was: a lesson in history. Thanks to groundbreaking legislation, the threat of a mass unemployment crisis has been kept at bay, giving workers everywhere room to breathe. Founded on documents and legislation like the Fourteenth Amendment (referencing the Equal Protection Clause) and the Civil Rights Act of 1964, the Natural Agent Act of 2027 is a landmark statute that extends key protections to humans in the workplace. Two types of agents (i.e. actors in the workplace) were established: natural agents (us) and artificial agents (them). According to Title VII of the Civil Rights Act of 1964 (sec. 703), an employer may be in violation of federal law if they “fail or refuse to hire or discharge any individual, or otherwise discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment because of such individual’s race, color, religion, sex, or national origin.” Likewise, under the Natural Agent Act of 2027,

discrimination against an individual on the basis of natural agency is illegal under federal law.

Mankind had won a great victory.

Today, in 2028, natural employment lawyers are tasked with addressing and resolving the legal issues arising within employee and employer relationships. Their primary duty is to ensure the safety, fair treatment, and protected interests of natural agents in the workplace. Is the work easy? No—but it is much needed. Natural agents, as part of a new disadvantaged class, face continued setbacks in the workplace. The relationship between employee and employer has become an incredibly fragile one, strained by regulations, changing circumstances, and clashes of interest. Even with existing laws in place, it is not uncommon for natural agents to face discriminatory treatment in the workplace. Case in point: Tom, a friend and an accountant, was subjected to agent-based harassment by his employer, who would pointedly advise him to “leave the work to the robots.” These continued suggestions—inoffensive on the surface but malicious in intent—mounted tensions and prevented Tom from effectively carrying out his work.

The same is true everywhere: natural agents like my friend Tom have been labelled ‘slow,’ ‘inferior,’ and ‘incapable,’ creating unacceptable conditions in the workplace. In the Mass Displacement of 2025, workers were targets of this very same discrimination, punished for having qualities which were only innate and natural. It is imperative for employers to understand that natural agency is not a crime, limitation, or handicap: it is a mode of being. Just as it is illegal to discriminate against anyone on the basis of race, sex, religion, or origin, it is illegal to discriminate against anyone on the basis of agency. Consider, then, what a vital role you would play as a natural employment lawyer in creating safer work environments for people everywhere.

The dismissal of John Doe sparked a movement that swept like wildfire across America. Provoked by John's dismissal, the local community rallied, conducting protests and attracting media attention wherever they went. It was only a matter of time before the newfound movement found nationwide support from displaced workers. Two years later, the Natural Agent Act was signed into law, followed by affirmative action for natural agents. Thanks to the public outcry, John was restored to his former position at the library, where he plans to work as long as he is able to ride a bike. The changing times, however, will not wait for every man and woman. We shall face ever-mounting odds in the days ahead. But where other lawyers have succumbed, natural employment lawyers have risen to the challenge. The first fruits of what is to come—with its thrills, challenges, and triumphs—are theirs and yours for the picking. Why wait? Best of luck, my friend. May you do mankind proud.

(A word of caution: If we are not careful, a strong case may be made for artificial agents on grounds of reverse discrimination. Artificial agents may, after all, have rights of their own. We are still very unsure at this point, as the implications have yet to be worked out, but for the time being, I would advise absolute secrecy. It would be disastrous for the world to know.)