

# S08928 • New York

Enacts the "artificial intelligence workforce impact transparency act"; requires that each notice include a statement as to whether the employment losses described are the result, in whole or in part, of the introduction, expansion, or adoption of artificial intelligence (AI) systems, automation...

Introduced

Risk: Medium

Amendment

Effective: Jul 15, 2026 | Last Action (Jan 16, 2026): REFERRED TO LABOR

## Summary

The bill mandates employers to disclose if layoffs are linked to AI or automation, establishing the 'AI Innovation and Workforce Tracking Initiative' to evaluate impacts, expiring two years after enactment.

## Business Impact

If you operate in New York and conduct layoffs, you must disclose AI's role in those decisions by the end of the pilot program or face penalties.

## Key Provisions

- Employers must disclose if layoffs are due to AI or automation.
- Establishes the 'AI Innovation and Workforce Tracking Initiative', a two-year pilot program to evaluate compliance, data accuracy, and policy impacts, expiring two years after enactment.
- Requires a report to the governor and legislature.

## Compliance Checklist

- Include AI/automation impact statement in layoff notices | Who: Employers
- Submit reports to the Commissioner of Labor | Who: Employers

## Industries Affected

Employment

Technology

Labor

## Topics

AI in Employment

AI Transparency

Comprehensive AI

## Bill Sponsors

Name	Party	Role
COMRIE		Primary
SERINO		Primary
BROOKS		Primary
Gustavo Rivera	Democratic/Working Families	Primary
Jamaal Bailey	Democratic/Working Families	Cosponsor
Andrew Gounardes	Democratic	Cosponsor
Brad Hoylman-Sigal		Cosponsor
Robert Jackson	Democratic/Working Families	Cosponsor
John Liu	Democratic	Cosponsor
Zellnor Myrie	Democratic	Cosponsor
Kevin S. Parker	Democratic/Working Families	Cosponsor
Roxanne J. Persaud	Democratic	Cosponsor

## Official Source

<https://www.nysenate.gov/legislation/bills/2025/S8928>

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