

A09487 • New York

Provides for the use of automated employment decision-making tools and artificial intelligence systems by a county, city, town, village, school district, board of cooperative educational services, county vocational education and extension board, district corporation, the state university of New...

Introduced

Risk: Medium

Comprehensive

Effective: Dec 30, 2026 | Last Action (Jan 21, 2026): substituted by s8831

Summary

NY A09487: Authorizes the use of automated employment decision-making tools and AI systems by various public entities in New York.

Business Impact

If you use AI for hiring in New York, you must disclose your AI tools and their purposes by December 30, 2026, or face penalties.

Key Provisions

- The bill authorizes specified public entities, including towns, villages, and educational institutions, to use automated employment decision-making tools and AI systems.

Compliance Checklist

- Publish a list of AI tools used in employment decisions | Who: Covered entities (e.g., counties, cities, school districts) | Penalty: Potential unspecified penalties for non-compliance
- Ensure AI usage does not infringe on employee rights | Who: Covered entities | Penalty: Potential unspecified penalties for non-compliance

Industries Affected

Public Administration

Employment

Public Sector

Government

Education

Human Resources

Topics

AI in Employment

AI Transparency

AI in Education

Bill Sponsors

Name	Party	Role
JEAN-PIERRE		Primary
BURDICK		Cosponsor
GRIFFIN		Cosponsor
PALMESANO		Cosponsor
Rodneyse Bichotte Hermelyn	Democratic	Primary
Steven Otis		Primary

Related Bills

- S08831 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/A9487>

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