

## S08831 • 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...

Passed Both Chambers

Risk: Medium

Comprehensive

Last Action (Feb 13, 2026): SIGNED CHAP.86

### Summary

NY S08831: Authorizes the use of automated employment decision-making tools and AI systems by counties, cities, towns, villages, school districts, and other public entities in New York; amends the effectiveness of the provisions.

### Business Impact

If you use AI in employment decisions in New York, you must comply with new regulations or face penalties.

### Key Provisions

- Authorizes the use of automated employment decision-making tools and AI systems by counties, cities, towns, villages, school districts, boards of cooperative educational services, county vocational education and extension boards, district corporations, universities, and community colleges in New York.
- Amends the effectiveness of the provisions.

### Compliance Checklist

- Ensure compliance with regulations on AI in employment decisions | Who: All specified public entities in New York | Penalty: Potential penalties for non-compliance

### Industries Affected

Education

Government

Employment

Public Sector

## Topics

AI in Employment

AI in Education

## Bill Sponsors

Name	Party	Role
RANZENHOFER		Primary
ALCANTARA		Cosponsor
FELDER		Cosponsor
GIANARIS		Cosponsor
GOLDEN		Cosponsor
HOYLMAN		Cosponsor
KAMINSKY		Cosponsor
KRUEGER		Cosponsor
ORTT		Cosponsor
RAMOS		Primary
Anthony H. Palumbo		Primary
Kristen Gonzalez	Democratic/Working Families	Primary

## Roll Call Votes

Date	Description	Yea	Nay	Result
2026-01-21	Assembly Vote	139	0	Passed
2026-01-21	Floor Vote	55	1	Passed
2026-01-12	Rules Vote	20	0	Passed

## Related Bills

- A09487 (NY)

## Official Source

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<https://www.nysenate.gov/legislation/bills/2025/S8831>

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