

AB 2656 • California

Public employees: notice: artificial intelligence performing service within scope of work.

Unknown

Risk: Medium

Narrow/Targeted

Effective: Jan 01, 2024 | Last Action (May 27, 2026): In Senate. Read first time. To Com. on RLS. for assignment.

Summary

This bill mandates state and local public employers to provide written notice to recognized employee organizations 45 days prior to actions involving GenAI to perform a service within the scope of work of the job classification. It complements broader initiatives like Executive Order No. N-12-23 and the Generative Artificial Intelligence Accountability Act by focusing on transparency and accountability.

Business Impact

If you operate in California public employment, you must notify employee organizations 45 days prior to using AI in job classifications or face penalties.

Key Provisions

- Requires written notice to recognized employee organizations 45 days prior to GenAI development, purchase, implementation, or utilization to perform a service within the scope of work of represented job classifications.
- Applies to state and local public employers.
- Focuses on services within the scope of represented job classifications.
- Aligns with broader initiatives regarding GenAI in public services by promoting transparency and accountability, complementing Executive Order No. N-12-23 and the Generative Artificial Intelligence Accountability Act.

Compliance Checklist

- Provide written notice of GenAI use | Who: State and local public employers
- Engage with recognized employee organizations | Who: Public employers

Industries Affected

Employment

Government

Topics

AI in Government

Comprehensive AI

Bill Sponsors

Name	Party	Role
Petrie-Norris		Author

Official Source

http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202520260AB2656

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