

HB 421 • Louisiana

LABOR: Provides relative to the use of automated decision systems with respect to employment decisions (OR INCREASE GF EX See Note)

In Committee

Risk: Medium

Sector-Specific

Last Action (Mar 09, 2026): Read by title, under the rules, referred to the Committee on Labor and Industrial Relations.

Summary

HB 421 addresses the regulation of automated decision systems in employment, with details on fiscal impacts pending the full bill text.

Business Impact

If you use automated decision systems for employment in Louisiana, you must ensure compliance with new regulations by the effective date or face penalties.

Key Provisions

- Specific provisions for regulating automated decision systems will be detailed once the bill text is available.
- Fiscal impacts on the general fund will be clarified with the full text.

Compliance Checklist

- Ensure transparency in the use of automated decision systems. | Who: Employers utilizing automated systems. | Penalty: Potential legal repercussions for non-compliance.
- Conduct assessments of automated systems' impact on employment decisions. | Who: Employers. | Penalty: Potential legal repercussions for non-compliance.

Industries Affected

Employment

Topics

Automated Decision-Making

Bill Sponsors

Name	Party	Role
Walt Leger, III		Primary
Mark Wright	Republican	Cosponsor
Chad Brown		Primary
Regina Ashford Barrow	Democratic	Cosponsor
Julie Emerson		Primary
Gregory A. Miller		Primary
Jeremy LaCombe	Republican	Primary
Tammy Phelps	Democratic	Primary
Delisha Boyd	Democratic	Cosponsor
Barbara Carpenter	Democratic	Cosponsor
Wilford Carter , Sr.		Cosponsor
Jessica Domangue	Republican	Cosponsor

Related Bills

- HB421 (LA)

Official Source

<https://openstates.org/la/bills/2026/HB421/>

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