

# AB 2027 • California

## Worker data: prohibitions: artificial intelligence.

In Committee

Risk: High

Comprehensive

Last Action (May 14, 2026): In committee: Held under submission.

## Summary

CA AB 2027 prohibits the use of workers' personal data for AI training, mandates security measures in contracts, and addresses a statewide concern applicable to all cities.

## Business Impact

If you employ workers in California, you must ensure their personal information isn't used for AI training or face \$500 fines per violation.

## Key Provisions

- Prohibits employers from using workers' personal information for AI training.
- Vendors cannot disclose or use workers' personal information for AI training.
- Contracts with vendors must include security measures for personal information.
- Workers can bring civil actions for violations, seeking damages, punitive damages, and attorney's fees.
- Establishes a penalty of up to \$500 for each violation.
- Applies to all cities in California, including charter cities, addressing a statewide concern.
- The Labor Commissioner is required to enforce the provisions of the bill.
- A public prosecutor is authorized to enforce the provisions of the bill.

## Compliance Checklist

- Ensure no personal information is used for AI training | Who: Employers | Penalty: \$500 per violation
- Include security measures in vendor contracts | Who: Employers | Penalty: Potential civil action from workers

## Industries Affected

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Employment

Government

Technology

## Topics

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Comprehensive AI

## Bill Sponsors

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Name	Party	Role
Ward		Author
Bonta		Principal Coauthor
Bryan		Principal Coauthor
Schultz		Principal Coauthor
McNerney		Principal Coauthor
Addis		Coauthor
Ahrens		Coauthor
Arambula		Coauthor
Boerner		Coauthor
Connolly		Coauthor
Garcia		Coauthor
Mark González		Coauthor

## Official Source

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[http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill\\_id=202520260AB2027](http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202520260AB2027)

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