

# AB 2027 • California

## Worker data: prohibitions: artificial intelligence.

In Committee

Risk: High

Comprehensive

Last Action (Apr 16, 2026): In committee: Set, first hearing. Hearing canceled at the request of author.

## Summary

CA AB 2027 prohibits the use of workers' personal data for AI training by employers and vendors, with penalties for violations.

## 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 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.

## 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

Employment

Government

Technology

## Topics

Comprehensive AI

## Bill Sponsors

Name	Party	Role
Ward		Author

## Official Source

<https://openstates.org/ca/bills/20252026/AB2027/>

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