

S00822 • New York

Relates to the disclosure of automated employment decision-making tools; requires the office of information technology services to maintain an artificial intelligence inventory; provides that the use of artificial intelligence systems shall not affect the existing rights of employees pursuant to an...

Passed Both Chambers

Risk: Medium

Comprehensive

Effective: Jul 01, 2025 | Last Action (Feb 14, 2025): SIGNED CHAP.96

Summary

This bill mandates disclosure of automated employment decision-making tools and requires an AI inventory by state agencies in New York, with specific security considerations.

Business Impact

If you use AI in employment decisions in New York, you must disclose the tools used by December 30, 2025, or face compliance issues.

Key Provisions

- State agencies must disclose automated employment decision-making tools used.
- An AI inventory must be maintained by the Office of Information Technology Services, with security considerations.
- Employee rights under collective bargaining agreements are preserved despite AI use.
- Disclosure includes descriptions, start dates, and purposes of AI tools.
- Annual updates to the AI inventory are required.

Compliance Checklist

- Publish a list of automated employment decision-making tools used. | Who: State agencies | Penalty: Potential legal challenges and compliance scrutiny
- Submit information for the AI inventory to the Office of Information Technology Services. | Who: State agencies | Penalty: Withholding of information by the Office

Industries Affected

Consumer Protection Public Sector Employment Services Employment Human Resources Technology

Topics

AI in Employment AI Transparency AI in Government

Bill Sponsors

Name	Party	Role
BOYLE		Primary
FUNKE		Primary
AMEDORE		Cosponsor
AVELLA		Cosponsor
BROOKS		Cosponsor
CARLUCCI		Cosponsor
GALLIVAN		Cosponsor
MARCELLINO		Cosponsor
MARCHIONE		Cosponsor
SEPULVEDA		Cosponsor
VALESKY		Cosponsor
KRUEGER		Primary

Roll Call Votes

Date	Description	Yea	Nay	Result
2025-02-12	Assembly Vote	149	0	Passed
2025-02-10	Floor Vote	60	1	Passed
2025-01-13	Rules Vote	21	0	Passed

Related Bills

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- A00433 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/S822>

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