

S08589 • New York

Requires covered employers to provide notice to certain affected employees prior to any technological displacement; requires reporting; requires a workforce transition period; makes related provisions.

Introduced

Risk: Medium

Comprehensive

Last Action (Jan 16, 2026): PRINT NUMBER 8589B

Summary

Bill S08589 requires notice to employees before technological displacement, mandates reporting every six months, and a 90-day workforce transition period. Details are in the full bill text.

Business Impact

If you employ workers, you must notify them before technological changes or face compliance issues.

Key Provisions

- Requires notice to employees prior to technological displacement
- Mandates biannual reporting on the displacement process
- Establishes a 90-day workforce transition period

Compliance Checklist

- Provide written notice of technological displacement | Who: Covered employers | Penalty: Liable for back pay and benefits for up to 60 days
- Offer transition employment or retraining programs | Who: Covered employers | Penalty: Ineligibility for state grants, loans, or tax incentives

Industries Affected

Employment

Technology

Manufacturing

Retail

Bill Sponsors

Name	Party	Role
KAPLAN		Primary
SEWARD		Primary
KENNEDY		Primary
Jessica Scarcella-Spanton	Democratic	Primary
Patrick M. Gallivan	Republican/Conservative	Cosponsor
Robert Rolison		Cosponsor
William Weber		Cosponsor
Rachel May	Democratic/Working Families	Primary

Related Bills

- A09533 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/S8589>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.