

SB7 • California

Employment: automated decision systems.

Vetoed

Risk: Medium

Comprehensive

Effective: Apr 01, 2026 | Last Action (Mar 02, 2026): Veto sustained.

Summary

SB7 addresses the use of automated decision systems in California workplaces, focusing on employer responsibilities and potential regulations.

Business Impact

If you use ADS for employment decisions, notify workers and applicants by April 1, 2026, or face a \$500 penalty.

Key Provisions

- The bill discusses potential requirements for employers to notify employees about the use of ADS.
- It considers prohibitions against ADS use that may result in discrimination.
- Possible enforcement mechanisms and penalties for non-compliance are under consideration.

Compliance Checklist

- Provide written notice of ADS use to affected workers | Who: Employers | Penalty: \$500 civil penalty per violation
- Maintain an updated list of all ADS currently in use | Who: Employers | Penalty: Potential civil penalties for non-compliance
- Notify job applicants about ADS use in hiring decisions | Who: Employers | Penalty: Potential civil penalties for non-compliance

Industries Affected

Human Resources

Technology

Employment Services

Employment

Topics

Automated Decision-Making

Bill Sponsors

Name	Party	Role
Committee on Budget and Fiscal Review		Author
Saldana		Coauthor
Soto		Coauthor
Brulte		Author
Burton		Author
Alpert		Principal Coauthor
Aanestad		Author
Scott		Author
Peace		Author
Perata		Author
Haynes		Author
Block		Coauthor

Roll Call Votes

Date	Description	Yea	Nay	Result
2025-09-12	Unfinished Business SB7 McNerney et al. Concurrence	28	9	Passed
2025-09-12	SB 7 McNerney Senate Third Reading By Ward	45	17	Passed
2025-08-29	Do pass as amended.	10	4	Passed
2025-07-16	Do pass and be re-referred to the Committee on [Ap	9	4	Passed
2025-06-25	Do pass and be re-referred to the Committee on [Pr	5	0	Passed
2025-06-02	3rd Reading SB7 McNerney et al.	27	10	Passed
2025-05-23	Do pass	5	1	Passed
2025-05-19	Placed on suspense file	5	0	Passed

Official Source

https://leginfo.legislature.ca.gov/faces/billStatusClient.xhtml?bill_id=202520260SB7

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