

SB947 • California

Employment: automated decision systems.

In Committee

Risk: High

Comprehensive

Last Action (May 20, 2026): In Assembly. Read first time. Held at Desk.

Summary

SB947 addresses automated decision systems in employment, but specific provisions and roles require verification from the bill text.

Business Impact

If you use automated decision systems for employee evaluations in California, you must provide transparency and human review or face \$500 penalties.

Key Provisions

- Verification is needed for the requirement of human oversight in ADS use for employment decisions.
- Verification is needed for workers' rights to request data used by ADS.
- Verification is needed for the requirement of written post-use notices to workers.
- Verification is needed for civil penalties for non-compliance.
- Verification is needed for the bill's applicability to collective bargaining agreements.
- Verification is needed for the enforcement role of the Labor Commissioner.
- Verification is needed for specific prohibitions on ADS use.
- Verification is needed for requirements on data anonymization.

Compliance Checklist

- Conduct human reviews for ADS-related employment decisions. | Who: Employers using ADS for disciplinary actions. | Penalty: \$500 civil penalty for non-compliance.
- Provide written post-use notices to affected workers. | Who: Employers relying on ADS for decisions. | Penalty: \$500 civil penalty for non-compliance.
- Allow workers to request their data used by ADS. | Who: Employers using ADS for employment-related decisions. | Penalty: \$500 civil penalty for non-compliance.

Industries Affected

Technology

Human Resources

Employment

Employment Services

Topics

AI in Employment

AI Transparency

Automated Decision-Making

Bill Sponsors

Name	Party	Role
Jerry McNerney	D	Sponsor
Eloise Reyes	D	Sponsor
Chris Ward	D	Sponsor

Roll Call Votes

Date	Description	Yea	Nay	Result
2026-05-19	Senate 3rd Reading SB947 McNerney et al	29	9	Passed
2026-05-14	Do pass as amended	5	2	Passed
2026-05-04	Placed on suspense file	7	0	Passed
2026-04-20	Do pass as amended, but first amend, and re-refer	7	2	Passed
2026-04-08	Do pass, but first be re-referred to the Committee	3	1	Passed

Official Source

https://leginfo.legislature.ca.gov/faces/billStatusClient.xhtml?bill_id=202520260SB947

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