

A01952 • New York

Requires employers and employment agencies to notify candidates for employment if machine learning technology is used to make hiring decisions prior to the use of such technology.

Introduced

Risk: Medium

Comprehensive

Last Action (Jan 07, 2026): referred to labor

Summary

This bill mandates employers and employment agencies to notify candidates about the use of machine learning tools in hiring decisions.

Business Impact

If you operate in hiring, you must notify candidates about machine learning use by January 1, 2024, or face penalties.

Key Provisions

- Employers and employment agencies must notify candidates prior to the use of machine learning technology.

Compliance Checklist

- Notify candidates of the use of automated employment decision tools. | Who: Employers and employment agencies | Penalty: Potential civil action by candidates
- Provide details on job qualifications and data used in the automated tool. | Who: Employers and employment agencies | Penalty: Potential civil action by candidates

Industries Affected

Technology

Recruitment

Human Resources

Employment

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
SEPULVEDA		Primary
MAGNARELLI		Primary
CRUZ		Primary
Andrew Goodell		Primary
Brian Maher	Republican/Conservative	Cosponsor
Linda Rosenthal	Democratic	Primary
Deborah Glick	Democratic	Cosponsor
Dana Levenberg	Democratic/Working Families	Cosponsor
MaryJane Shimsky	Democratic/Working Families	Cosponsor
Jo Anne Simon	Democratic	Cosponsor
Alex Bores	Democratic/Working Families	Cosponsor

Related Bills

- A07859 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/A1952>

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.