

S04394 • New York

Establishes criteria for the use of automated employment decision tools; provides for enforcement for violations of such criteria.

Introduced

Risk: Medium

Comprehensive

Last Action (Jan 07, 2026): REFERRED TO LABOR

Summary

The bill establishes criteria for using automated employment decision tools in New York, including transparency and bias testing, with penalties for non-compliance.

Business Impact

If you use AI for hiring in NY, you must comply with new criteria or face enforcement actions.

Key Provisions

- Requires bias testing for automated employment decision tools
- Mandates transparency and candidate notification
- Enforcement includes fines for non-compliance

Compliance Checklist

- Ensure compliance with established criteria for automated employment decision tools. | Who: Employers using such tools. | Penalty: Potential enforcement actions for non-compliance.

Industries Affected

Technology

Employment

Employment Services

Human Resources

Topics

Bill Sponsors

Name	Party	Role
LANZA		Primary
SEWARD		Cosponsor
BIAGGI		Primary
RAMOS		Primary
GOUNARDES		Cosponsor
JACKSON		Cosponsor
KAMINSKY		Cosponsor
LIU		Cosponsor
Leroy Comrie	Democratic	Primary
Liz Krueger	Democratic/Working Families	Primary
Joseph P. Addabbo Jr.		Cosponsor
John Liu	Democratic	Cosponsor

Related Bills

- S05641 (NY)
- A03914 (NY)
- A09314 (NY)
- A07244 (NY)
- A00567 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/S4394>

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