

A03779 • New York

Restricts the use by an employer or an employment agency of electronic monitoring or an automated employment decision tool to screen a candidate or employee for an employment decision unless such tool has been the subject of an impact assessment within the last year; requires notice to employment...

Introduced

Risk: High

Comprehensive

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

Summary

NY A03779: Restricts the use of electronic monitoring or automated employment decision tools unless an impact assessment was conducted within the last year; requires candidate notification and provides remedies for violations.

Business Impact

If you operate an employment agency in New York, you must conduct annual impact assessments on automated decision tools by [date] or face penalties.

Key Provisions

- Employers must conduct an impact assessment within the last year for automated employment decision tools.
- Candidates must be notified about the use of such tools.
- The bill provides remedies for violations.

Compliance Checklist

- Conduct annual impact assessments for automated employment decision tools. | Who: Employers with 100 or more employees | Penalty: Civil penalties as determined by the commissioner
- Notify candidates about the use of automated employment decision tools. | Who: Employers using such tools | Penalty: Potential civil penalties for non-compliance

Industries Affected

Employment

Government

Topics

AI in Employment

Bill Sponsors

Name	Party	Role
George Alvarez	D	Sponsor
Karines Reyes	D	Sponsor
Steven Raga	D	Sponsor
Micah Lasher	D	Sponsor
Jonathan Jacobson	D	Sponsor
Rebecca Kassay	D	Sponsor
Robert Carroll	D	Sponsor
Paula Kay	D	Sponsor
Maryjane Shimsky	D	Sponsor
Phillip Steck	D	Sponsor
William Colton	D	Sponsor
Jessica Gonzalez-Rojas	D	Sponsor

Roll Call Votes

Date	Description	Yea	Nay	Result
2025-06-05	Assembly Codes Committee: Favorable refer to commi	20	1	Passed
2025-05-28	Assembly Labor Committee: Favorable refer to commi	28	1	Passed

Related Bills

- A09315 (NY)
- S00185 (NY)

- S07623 (NY)
- S10290 (NY)
- A 3779 (NY)

Official Source

<https://www.nysenate.gov/legislation/bills/2025/A3779>

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